THE SURVEY

Vol. LXVII. No. 12 MIDMONTHLY March 15, 1932

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SURVEY ASSOCIATES, INC.
112 East 19 Street, New York
PUBLISHERS
THE SURVEY — Twice-a-month — $5.00 a Year
SURVEY GRAPHIC — Monthly — $3.00 a Year

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So They Say

GOLLY, what a world!—*William Lyon Phelps, Yale University*

It is possible to find facts to sustain almost anything.—*Lillian Symes, California*

A slum is a bad place even for those who don't live in it.—*Heywod Broun, New York*

Freedom and liberty are meaningless if a man has no job.—*Jerome Davis, Yale University*

I was not voting for the wage-cut. I was voting to keep my job.—*A topper in a hosiery mill*

Getting a living successfully does not necessarily mean a successful living.—*Edward A. Filene, Boston*

For such little time as may be left for me, I shall treasure it as adding gold to the sunset.—*Justice Holmes*

One of the great troubles of the present age is that it has too many things to think about.—*Julian Huxley*

This is a difficult time for social workers to be courageous.—*William Hodson, New York Welfare Council*

The one thing about which political parties must not contend is a contentious question.—*Nicholas Murray Butler*

We haven't much moral indignation these days and what we have isn't very indignant.—*George E. Vincent, New York*

The United States is the most murderous country in the world.—*Prof. Kenneth E. Barnhart, Birmingham-Southern College*

I found more men and women in Russia who came nearer to living the teachings of Jesus Christ than anywhere else. —*Mrs. Casper Whitney, New York*

I am not crying wolf when there is no wolf at the door. There is a whole pack of them. Their names are hunger, starvation, eviction and riot.—*Joel Hunter, Chicago*

If you educate a man you educate an individual. If you educate a woman you educate a family.—*Dr. Aggrey, at International Conference on African Children, Geneva*

The report is contradicted that monkeys on the Amazon are starving because there are too many peanuts and that other monkeys are warned to stay away.—*Melbourne Progress*

We Japanese in New York have not the slightest doubt but that the trouble will not cause any rapture [sic] between this country and Japan.—*S. Midzutani, editor The Japanese Times*

We know enough nowadays to step into any classroom and unerringly put our finger on the boys who will one day occupy a cell unless they are patiently helped.—*Dr. Walter N. Thayer, Jr., New York commissioner of correction*

As a rule when people speak of world opinion they close their eyes to the fact that among the vast majority of the human race it does not count at all. It is either suppressed or is vocal in only a small minority.—*Felix Adler*

Those who suffer most are the children of the unemployed, because the gains which should be made this year cannot be postponed until next year. What they do not get this year we can never make up to them.—*Grace Abbott, Washington.*

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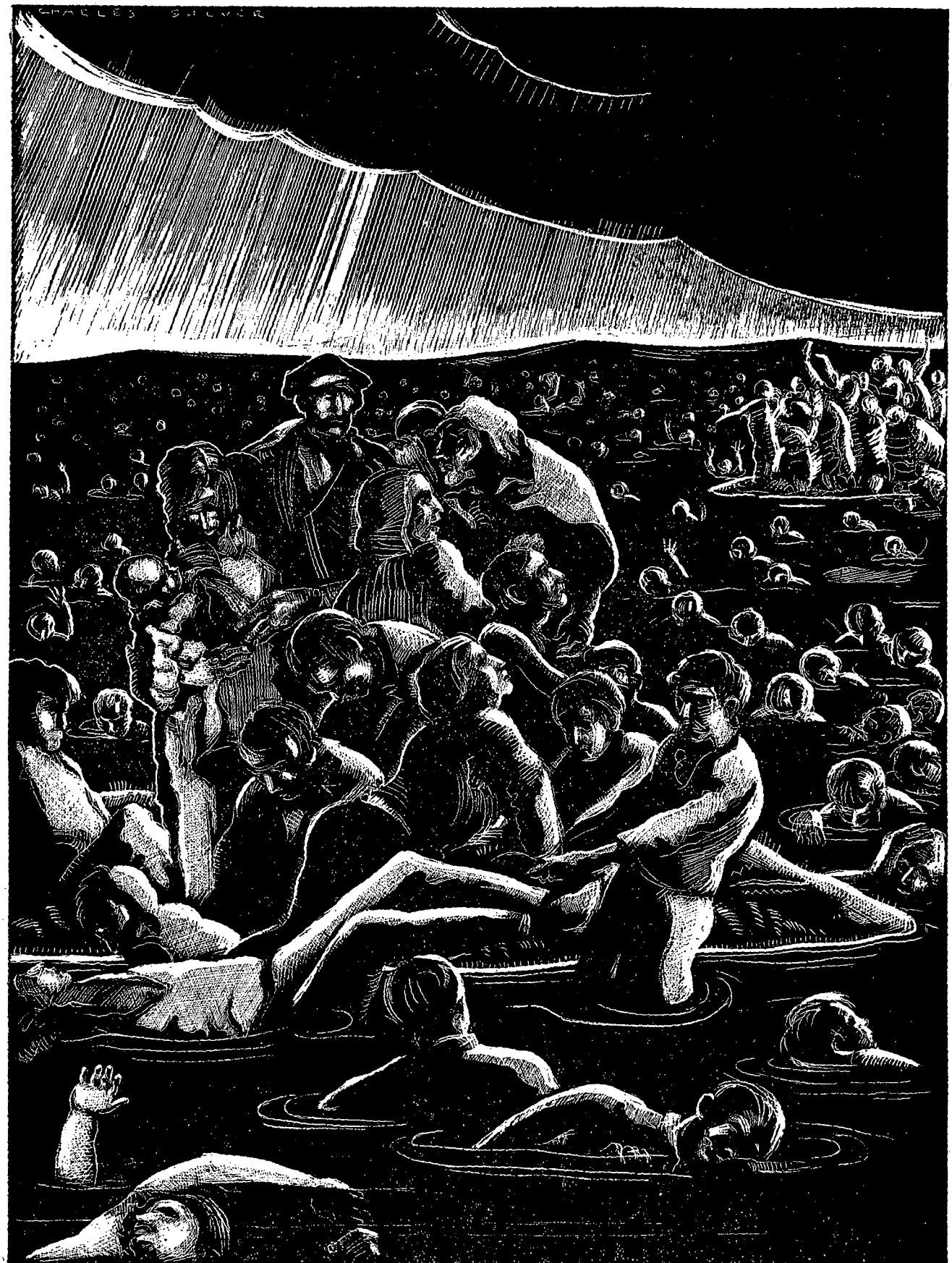

Drawing by Charles Silver

"AND THE WATERS PREVAILED"

Unemployment is like a rising tide in low country. The valley begins to be inundated and there are a certain number of high spots on which a minimum group can be safe. The various relief funds are these high spots. When a certain number of people have taken refuge on them there is no space for any more.—ALBERT J. KENNEDY

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THE SURVEY

March 15
1932

Volume LXVII
No. 12

Federal Relief

FEDERAL relief is not dead nor will it be while the circle of unemployment distress continues to widen and deepen, and responsibility by state and local governments remains half-hearted and sporadic. On the heels of the defeated LaFollette-Costigan bill came a new bill (Senate 3696) from Senator Wagner of New York which sought to lay the states' rights ghost, a strong element in the defeat of the earlier measure. From the point of view of social workers this bill, which may have been acted upon by the time these words are read, would have little to recommend it were it not for the bitter need which presses in upon them and the paucity of existing relief resources. The bill has none of the administrative checks and safeguards that distinguished the original LaFollette-Costigan bill and appears within speaking distance of being a $375,000,000 pork-barrel.

The Wagner bill apportions the sum named to the states on the basis of population. States certify to the necessity of relief up to the amount apportioned and submit a plan for using the federal fund. When this plan is approved by the Federal Emergency Relief Board, an appointive body with the chief of the Children's Bureau as executive officer, the state gets its money and that is the end of it so far as the federal government is concerned. There are no checks on the states' methods of estimating needs, no matching principle to induce them to dig into their own resources, no follow-up on the execution of the plans submitted. After five years, according to the terms of the bill, the federal government will begin to reimburse itself by holding out annually one fifth of the regular state appropriation for road-building until the debt is discharged. Also in the bill is a second appropriation of $375,000,000 for road-building in which the usual matching principle is waived and in which "preference in employment shall be given to the unemployed."

Meantime, with local resources weakening and in many places breaking down, no strong leadership in the situation is showing itself. The White House stands pat with the Gifford Committee. A few states have taken tardy action. A court decision released ten of the thirty-five millions that Governor Pinchot asked of Pennsylvania; Illinois permitted Chicago twenty millions if it could untangle the strings attached to them. But Ohio still turns a deaf gubernatorial ear to the pleas of its cities.

And while politicians back and fill, the burden of suffering grows heavier and reaches farther. No one in his senses believes now that the seasonal spring pick-up of industry will bring widespread general relief. No one, however optimistic, can hope that any business revival possible within the next nine months will meet a situation which already looms grimly for the winter of 1932-33. And the unemployed are getting very tired of unemployment. What are we going to do about them? Will Washington please answer.

But We Have No Dole

OUT of the final adding up of figures emerges the indubitable fact that in 1931 expenditures for relief, public and private, in these United States—relief to keep body and soul together—increased by four times over the expenditures of 1929 when unemployment had begun to show its fangs. Reports collected by the Department of Statistics of the Russell Sage Foundation from five hundred public and private relief agencies in eighty-one selected cities show actual relief grants to families amounting to over $167,000,000 in 1931 as compared with $42,370,000 in 1929. Public agencies spent about 75 per cent of these sums with a slight falling off in the proportion in 1931.

When these figures are broken down and the regular categories of public relief—mothers' aid, the blind, the aged and the like, none of which have risen greatly—are subtracted, direct relief shows itself as having increased five and a half times, an unprecedented rise chargeable directly to the unemployment emergency. The trends shown by the Foundation's charts give small comfort. Striking increases in expenditures occurred in the last three months of the year with December establishing a new high, some 40 per cent over the already high total of November. If the records of previous years are repeated, the curve will reach its peak in March.

How work relief, scarcely used at all in previous depressions, has taken hold in the present situation is indicated by the fact that in December it figured as an important feature of the relief program in thirty-four of the eighty-one cities included in the study. The proportion of the relief budget expended for this kind of aid rose from less than

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one tenth of 1 per cent in 1929 to approximately 25 per cent in 1931. In New York City public and private work relief bureaus distributed $3,108,000 in wages during the single month of December.

Housing a la Americaine

ALL those interested in an effort to house properly the lower-income groups will hail with joy the recent decision handed down by the Court of Errors and Appeals of New Jersey. This decision confirms a previous one of the State Supreme Court authorizing an agreement between the municipality of Newark and the Prudential Life Insurance Company for the purpose of providing modern housing facilities for families with low incomes (see Survey Midmonthly, January 1931). According to this agreement the insurance company would acquire two particular blocks in one of the most congested areas of this city of 442,000 population and after submitting plans for a housing project satisfactory to the city and obligating itself to complete that project (thereby eliminating two blocks of unsafe and unsanitary dwellings), the city would purchase certain interior areas from the insurance company to be developed and maintained by the municipality for park and playground purposes. A significant and epoch-making decision indeed. For without the cooperation of the city, rents in the proposed new development would be far beyond the means of the group the Prudential and the city are desirous of helping. The municipality of Newark thus recognizes housing as a primary need of its citizens and is willing to lend its financial support. But, ask many of the most ardent champions of good housing—and not only Socialists mind you—why go about it in this roundabout way? In reality, by this action, is not the city of Newark a partner in this housing project? Obviously the real purpose is to provide good housing *with public funds*. Why then describe the primary aim of the city's collaboration as an effort to provide parks for the public, when if this were the real consideration other locations probably would be preferable? Why not admit this action is following the European example? Or is this the "American way," not to let the right hand know what the left hand doeth?

Protestant Welfare

STEP by step from a small beginning some ten years ago Protestant social agencies in New York have advanced to a full-fledged federation for the administration of gifts and bequests and the better organization of their field. The way has not been easy. Just the definition of a Protestant agency brought a flurry of counter-opinion from agencies which denied any sectarian classification but did not wish to be lumped with "and others." Certain Protestant church denominations, too, were nervous over the use of the word Protestant by an organization over which the churches as such had no control. Only the persistant efforts of a little group of prominent men, who firmly believed that the Protestant faith should have a central organism of philanthropy comparable to that of the Catholics and Jews, won through the differences of opinion.

The new Federation of Protestant Welfare Agencies, Inc., James H. Post, president, is in effect the foundation department of some sixty-seven agencies—hospitals, homes for children, convalescents, the aged and the like—which elect to call themselves Protestant. It has as a financial backlog a fund of about one million dollars left by Herbert M. Baldwin. It considers itself at this time a holding, distributing and coordinating agency and does not anticipate any central fund-raising program.

New York has had a long struggle against rigid sectarianism in philanthropy. The proponents of the new organization, which was launched with the blessings of the Welfare Council, the Jewish Federation and the Catholic Charities, promise that it will raise no barriers, that its purpose is to afford outlets for well defined charitable impulses in the community and the mechanism by which admittedly sectarian groups may work collectively and cooperatively.

International Arbitration

THE advantages of speed, certainty and economy, which the American Arbitration Association has brought to the settlement of trade disputes through arbitration proceedings, have recently been extended by a cooperative arrangement between the Association and the American Chamber of Commerce in London. Under this arrangement arbitration proceedings may be held in London or New York, according to the conditions agreed upon by the parties to a contract or, if the original contract contained no arbitration clause, by subsequent application to either of the cooperating organizations. All proceedings are conducted in conformity with the arbitration law of the country in which they are held and the award may, by leave of the court in England or by confirmation by the court in the United States, be enforced in the same manner as a judgment or order to the same effect. Extension to foreign trade of the modern and civilized methods of settling disputes, which the two cooperating organizations have promoted in domestic affairs, should be of very real benefit to international friendliness in general as well as to the court and to the disputants for whom agreement is expedited.

Big Game

NOT long ago the day's routine brought to the notice of the New York Crime Prevention Bureau a club of urchins who seemed on the way to becoming baby bandits. Though still several years, more and less, this side of the 'teens, they toted authentic guns, obtained, it was discovered, by the slimmest of their number, who had been lowered through a coal-hole into the basement of a sporting-goods store. The constructive question was, how and why had young ideals become perverted? Could it be that here was an instance of the baleful effect of movies of gunmen? Investigation, however, proved a bit disconcerting, at least to hasty suppositions. They wanted to hunt big game in Africa. The school geography showed that Africa was far away. It must take a lot of money to get there. But group thinking had evolved a plan. If only they could get to Canada, maybe they could at once practice marksmanship and gain the fare to warmer climes by shooting the wild animals with which they had heard that country abounded. Maybe one could hitchhike to Canada. So as a first step they had provided themselves with guns to take to Canada to shoot the savage beasts, whose pelts then would pave the way for true adventure in the jungles. And what had made them think of going to Africa? Nothing less than one of those "educational" films to which conscientious parents are urged to

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take their young, showing an explorer and his wife with feet proudly poised on their fallen prey. We haven't asked if the Crime Prevention Bureau then tried to modify "education" or to find in Manhattan equivalent outlets for the desires of suppressed, but lovably normal, young savages.

A Rose by Another Name

WHO would have guessed that the perfume of orange blossoms and acacia flowers had anything in common with the liver oils of flounders, mackerel and sharks? That one of the products of the dry distillation of rubber is akin to the red pigment of tomatoes, Chinese lantern plants, and red peppers; the yellow of carrots, dandelions, sunflowers and saffron pansies, the brown of seaweeds? That the "molecular configuration" of violet and orris perfumes is likewise part of the structure of the pigment of carrots; that the yellow of egg yolks is a mixture of the yellow found in corn with that of leaves? At the Fourth Organic Chemistry Symposium held not long ago in New Haven Prof. Marston T. Bogert of Columbia University traced the use of one of "nature's building blocks" in this apparent motley of substances and in one of the forms in which it enters chiefly—the growth-stimulating Vitamin A. All of them seem to be built up from the same simple unit, isoprene, a hydrocarbon heretofore regarded as peculiar to the vegetable kingdom and now shown by Professor Bogert to play an important role in animal organisms. Research investigations abroad and in this country are hot on the trail of the chemical formulae of Vitamins A and D, and one group of students have announced that they can produce synthetically the Vitamin D which heretofore has been chiefly the lifework of the cod. With the brashness of ignorance a hopeful parent might ask if he couldn't look forward to dosing his offspring with sweet-smelling atomizers instead of odoriferous teaspoons?

An Adjusting Profession

THAT the facts and recommendations of the Grading Committee for adjustments in the nursing profession are beginning to "take" seems hopefully apparent from current announcements from opposite sides of the country. In New York City, Montefiore Hospital has discontinued the nursing school started ten years ago. The trustees of the hospital, which cares only for patients suffering from chronic disease, believe that with the multiplication of nursing schools in recent years a specialized course such as they offered no longer is necessary or advisable. Student nurses at Montefiore have been transferred to other nursing schools in the metropolitan area; graduates have been employed to take their places. From California comes word that the San Francisco Department of Health has established a graduate school of nursing at the San Francisco Hospital, where the nursing school has been conducted for undergraduates. (Advanced courses are offered in children's diseases, maternity and operating-room technique, tuberculosis and communicable disease, with the development of courses in ward administration and psychiatric nursing planned for the near future.)

Both steps accord with the finding that the present system of nursing education in this country is turning out nurses faster than the profession can assimilate them, while the apprenticeship plan whereby hospitals give training in return for the services of student nurses does not, in many instances, give the graduate the educational background that modern standards require. We need fewer but better educated nurses, and also the increased opportunities for nurses and the more economical and efficient service to patients that can be provided in many hospitals by the employment of graduates for the care of patients rather than by the use of students in training.

Ostriching

A SURVEY reader passes on to us a question frequently put to him: Why advertise hard times? He says:

> It is argued that to talk of present conditions only tends to make those conditions worse. The press the country over has given liberal space to news of the depression. Many contend that this has increased the fear that makes the depression worse. It is easy to reply that the situation must be presented in order to arouse the public to meet the emergency. What does The Survey think?

Of course for people to get together and moan over hard times is just as bad as for invalids to swap symptoms. But that is a very different thing from facing the facts of hard times and the ways out. Those who contend that the newspapers should not ventilate the situation have only to go back to the winter of 1929-30 to see how their formula does not work. At that time practically every newspaper was soft-pedaling the fact that we were in a depression. Washington stuck its head in the sand. The Survey brought out the truth as to conditions in the Middle West, but so far as we know no newspaper quoted from our article on Detroit, for example. The general policy was one of hush-hush. Under it conditions went from bad to worse, and we lost about a year in tackling them.

There is another, deeper-seated reason. Under a system of silence and evasion, everyday people are not such simpletons as to accept the false front. Into the vacuum of real information flood all sorts of rumors, fears, whispers, that are usually worse than the truth and do all manner of damage.

We are in for a general reconsideration of our economic life. There is something pretty much out of joint for the bottom to have dropped out of our prosperity. The presumption is that things were out of joint before the depression, concealed in our prosperity, and it behooves us to tackle them. More than that, if the developments of the last three years teach us anything, we cannot leave the solution merely in the hands of the people who got us into the mess. The alternative is for the public to know the facts and to tackle our common responsibility for setting the American house in order. But unless we know the negative truth as to the solution and discuss it openly as one of the most serious businesses of American life, how can we develop, discriminate and push those affirmative moves, locally and nationally, which will get us somewhere?

Memorial to Mrs. Kelley

A MEMORIAL meeting for Mrs. Florence Kelley, general secretary of the National Consumers' League and for many years a contributing editor of The Survey, who died on February 17, will be held on March 16 at five o'clock in the afternoon at the Friends' Meeting House, 221 East 15 Street, New York City. The speakers include Newton D. Baker, Frances Perkins, Dr. Alice Hamilton, W. E. B. Du Bois and John Howland Lathrop.

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Poems By Woman Workers

STUDENTS AT THE BRYN MAWR SUMMER SCHOOL

APPLES!

Please tell us, Apples, why you are so red?
Is it because you are ashamed to be sold
By the unemployed for their bread?

Or is it because you are just like us—
Torn off by force without your will,
Packed in boxes and in cans?
Did you too have no chance?

—KATE MALKIN
(Dress Operator)

* * *

TO PEMBROKE

The name of Pembroke brings to me
Memories of a little fishing town far over the sea.
Women hastily digging in the sand before the turn of the tide,
With baskets on their heads. They walk with a swinging stride,
Gathering cockles, singing sweet songs of Welsh pride.

Red-haired girls with skin so fair, crimson cheeks like apples,
Gathering seaweed to make lava bread;
Their skirts raised up in front and pinned in the back, showing striped red flannel petticoats,
With grey wool shawls drawn about their throats.
Out on the water, fishermen's boats.

Turning, you see heather-clad mountains.
White-washed houses nestle in the hill.
Salt breezes. Everything seems hushed and still—
As the sun went into the sea,
This is the picture Pembroke gave to me.

—VIOLET GREEN
(Neckwear Worker)

WAVERING

I see sometimes in my dreams
Vast differences it seems
Instead of my clanking, clanging press
I see hills and woods with birds at rest,
And instead of the wheels that always turn
I see the radiance of the sunset's burn.

Nor do I try to hear the roaring powers;
Instead I hear the hush of the flowers.

The rhythm of your lives, your dreams.
last
For I hear a noise far worse than the past;
And my dreams all shatter—again I hear
Clanging, turning, roaring, and a voice within
my ear
Saying "Get busy!"

—HELEN SHARKEY
(Printing Worker)

* * *

Open the windows of your minds, my friends,
Let hope in
Let the sunshine of education
Light your souls, your minds,
Open them wide
And music will quicken
The rhythm of your lives, your dreams
Loose your bonds
Let them fall
Make your ideals strong and tall
Like saplings.
Free yourselves of all repressions
Free your tongues
Let full expressions pour forth.
Might and main are useless tools.
Lest you use your minds
Life rules you out
Of that which you were, leaves only oblivion
Stems the tide of what you can be
Makes of what you should be nothing.
So be quick, before the moment flees.

—LYNETTE LACHEEN
(Hosiery Worker)

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The Unemployed Strike Out for Themselves

I. They Speak Up in Chicago

By KARL BORDERS

Chicago Secretary the League for Industrial Democracy

IN the middle of the summer of 1931 a group of concerned citizens of Chicago met around a supper table to talk of the coming winter and unemployment. Those who could get away from burning asphalt streets had fled to mountains and quiet streams. The mayor was boating.

While this group of earnest intelligentsia talked, another group no less earnest gathered nightly in a great circle in the park in the Black Belt, to talk.

They were talking of hunger, and evictions— of revolution and a new and squarer deal. They wanted bread, but roses too. The chairman of the Council Committee on Unemployment said they ought to have a brass band in the park "to strengthen their morale." The Negro pastor of the group at the supper-table said we were yielding the only moral leadership of the unemployed to the ultra radicals "by default." Three days later came the eviction riots, police panic, three simple Negroes shot in the back while bent on keeping a roof over the head of a fellow human.

The summer sweated on. August saw the load of hunger cases increased to 800 per cent normal in the United Charities, their funds exhausted and debt growing. Our group became a committee with a name and a platform. The Chicago Workers' Committee on Unemployment, we called it. Mostly we were teachers, lawyers, social workers, preachers. There were a few labor unionists. But there was justice in the smiling query sometimes flung, "Where are your workers of the 'Workers' Committee?'" The statement of our purpose said that whatever the cause of the present condition of hunger and want, there was never a time in history when there was so much poverty in the midst of plenty; that it is inhuman and unjust that men should be hungry, homeless and hopeless with wealth all about them. We recognized that always workers had made progress by joining together and making vocal and powerful their demands. We pledged ourselves to join with the hungry workers in this crisis in demanding certain reasonable needs, which we set forth in a platform which included these items: In the absence of a chance to work, a decent standard of relief to be borne by public funds; public works to include slum clearance and housing for workers; a shorter day and week without decrease in wages; state unemployment insurance. Finally, we undertook in this platform to work toward a new economic order "in which social security and the right to work shall be placed above the rights of private property."

This "platform" was flung out into various sections of the city in churches, settlements and other centers where leadership appeared. Workers began to appear in the Workers' Committee. Meantime, we had conferences with the mayor, conferences with the Governor's Commission which was raising relief funds as usual through private charity. We sent thousands of signatures to the governor, asking a special session of the legislature to deal with the problem of unemployment. The Governor's Commission looked coolly upon legislative action for unemployment relief.

Fitzpatrick in The St. Louis Post-Dispatch

The governor did call a session designed to untangle the tax situation of Chicago. We had not, and still have not after the session, collected taxes for three years. Teachers have not been paid regularly since last April. The city has been kept going by begging with hat in hand from banker to banker—and paying a good 6 per cent for the favor. The county's bonds were likewise peddled from door to door and sold finally to wholesale grocers for goods for poor relief.

There was patently need of making tax reform cen-

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tral in the call. But there was also urgent need of relief for the unemployed. A dubious and half-hearted mention of legislation to make possible such relief was included. More explicit attention was paid to the needs of protecting the hen-pheasants of the state than feeding our human mothers. The session was called while the charity drive was still under way. The drive closed with ten and a half million dollars raised. Much of this was already spent before it was collected, and it was clearly seen that all of it would be exhausted by early February. Even the stalwart proponents of private charity began to look toward Springfield for state aid.

The National Guard, not to be outdone in preparedness for the crisis of the winter, had issued a detailed booklet of instructions to officers for action in civil disturbances. This meaty document includes dissertations on mob psychology and the despicable nature of radicals with lists of radical (*sic*) organizations. It also lists the reliable organizations to be called upon in case of trouble. Further details give explicit instructions on setting the rifle sights so as not to fire over the heads of the mob, and tell how in mercy it is better to kill two or three at the outset than show the slightest hesitation. "An officer who acts with decision in such circumstances," it is pointed out, "may gain fame." Thus were we fortified: bread if the legislature saw fit—and if not bread, then bullets.

AT this juncture it occurred to our Workers' Committee that the sinking communities drowning in unemployment might have some light to throw on the situation while their rescuers debated whether it were best to use the boat or throw out a rope. Prof. Arthur Holt of Chicago Theological Seminary had a few years ago held a series of public hearings in a serious dispute in the milkshed of Chicago. He proposed that we do the same sort of thing in the neighborhoods most afflicted by unemployment. The procedure was simple. A citizens' committee, composed of several prominent club women, social workers, ministers, a rabbi and a professor or two, undertook to sit and hear what certain communities had to say. The areas were selected with a view to finding a cross-section of the types of neighborhoods affected. A series of five meetings were set up, beginning in the foreign-speaking congested district near the Loop and working out to a skilled-worker cottage-dwelling neighborhood on the edge of the city. A hearing was also set up in the heart of the sorest hit community, the Negro district on the South Side. The hearings were held in settlements, churches, a Y. M. C. A. and a park building. Here the committee sat, with a court stenotypist, and heard the story of how the community was affected by unemployment. The hearings began in the afternoon and continued until ten o'clock in the evening each day.

A conscious effort was made to hear not alone the tales of the unemployed, but the testimony of grocers, teachers, social workers, landlords, milkmen. All of these groups came. It was made clear that the hearings' committee undertook to prove nothing, attack nothing and promise nothing except an interpretation of what it heard and such publicity as it might gain for needs as they appeared. Newspaper reporters were invited and did some faithful stories of what was revealed as the hearings proceeded.

Over six hundred typewritten pages of this evidence were gathered to compose what is doubtless the most human document produced in Chicago in these sad days. Perhaps little new evidence was adduced to add to the convictions already seared into the souls of those who were living in close touch with these neighborhoods. It has preserved in the words of the victims of this most inexcusable of human calamities the record of its ravages. Let some of these speak briefly here. They are typical of the six hundred.

FAMINE IN PLENTY

A SCHOOL PRINCIPAL: "We were practicing for a chorus and a little boy about twelve was in the front line. All at once he pitched forward in a dead faint. This was two o'clock in the afternoon. . . . He said he was hungry. He had not had anything to eat since the day before."

AN UNEMPLOYED WORKER: "We had beans for New Year's. My grocery order was cut to twelve dollars. I don't know how long I can get along on less than a dollar a day to feed five—my boys can eat more than I can."

RAGS AMONG RICHES

A TRUANT OFFICER: "The first time I went to see the family, two children were nude, no clothing at all. The little girl was sick—no shoes."

AN UNEMPLOYED MAN: "I have two boys to go to work. They haven't any shoes, no clothes. They can't go to look for a job because they haven't any shoes."

EMPTY FLATS AND HOMELESS FAMILIES

UNEMPLOYED MAN: "I have no money to pay the rent and the Charities pay only one month in a new place. They tell you to keep moving. It is too much for a self-respecting man." (At this point he broke down and could not go on.)

A LANDLORD: "I am trying to keep a shelter over them. I hope to do that until *I'm* evicted. The man who owns the mortgage said he could wait no longer, and I may be in the breadline with the rest of them."

THE PRIMITIVE IN THE ELECTRIC AGE

AN ITALIAN WOMAN: "The gas closed eight months. Electric closed five months." (Stories of the use of kerosene and candles were numerous.)

HEALTH AND THE PRESIDENT'S REPORT

AN INFANT-WELFARE NURSE: "The condition of children who come in new to us is much worse, and we are beginning to find rickets in older pre-school children where there have been no rickets before."

THE DOLE AND CHARACTER

A WIFE: "My husband is a union painter. He is honest and square. He said, 'I'm going crazy if I go without work any longer.' "

A CHARITY WORKER: "One woman said, 'If I could only have just one meal that my husband has bought the food would taste so much better.' "

AN UNEMPLOYED MAN: "I have never gone for charity. I was ashamed to go."

ANOTHER: "I plugged in and got gas. I have stolen coal. You may wonder how that has affected my mind."

ANOTHER: "If I were honest it would be a sin not a virtue, inasmuch as it would deprive my children of food."

And so for tragic page after page such tales were unfolded. At the end of each hearing an open forum was held. Everyone from communist to capitalist had a turn if he desired it. Most speeches were restrained, but the applause at spots where discontent was voiced was more significant than silence in other speeches. The conclusions of the citizens' committee were a significant part of the process. To the last person they emerged feeling that, (1) the real burden of unemployment is being borne by the poor sharing with the poorer, (2) that the present conditions will leave ineffaceable scars on the lives of those involved, (3) that what workers want is not charity and that charity in no form or amount is the answer.

A letter on behalf of the committee was sent at once to the press and the governor and legislature backing the de-

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mands then desperately but belatedly being made for state aid. One of the women least expected to be radical was outspoken for a city-wide mass meeting to demand federal aid for the unemployed and all agreed. The plan for this meeting is now under way.

The Workers' Committee has in this and other ways helped the workers to find a voice and is consciously offering collaboration from the professional and white-collar groups. Once sensing the mutual strength that comes from facing trouble in a united fashion, this process of finding their voices and giving them play has gone on. Fifteen local groups aggregating several thousand individuals have sprung up. A whole body of seventy affiliated organizations adopted the platform and affiliated with the movement a week ago. The tail now wags the dog. The supper-table intelligentsia have been given the role of advisors and friends. The Workers' Committee is now composed of workers of hand as well as brain. It has a constitution and by-laws, a delegate central committee. It is talking in terms of a new social order as well as rations and rents. It is choosing the familiar American weapon of the vote and from the rank and file comes a demand for independent political action.

Where will it go? We do not know. The Chicago workers are at last speaking for themselves, and permitting some of the rest of us to sit in on their counsels. Meantime the state has let Chicago divert a gasoline tax and try to raise eighteen million dollars, an amount which may last four months if a decent standard of existence is maintained and rents are paid. After that? Who knows—more private charity, more threats of martial law, riots and bullets for bread. The powers that be, as usual, seem inclined to defer action until starvation, like prosperity, is just around the corner. The tomtoms of the witch doctors of the financial and industrial world beat on. But the workers are finding a voice. Its tones are American, and it sounds appropriately most business-like.

II. They Organize in Seattle

By HULET M. WELLS

One of the Unemployed

WHEN a social phenomenon of familiar aspects manifests itself in an uncommon way, the matter becomes of interest to the social student. In Seattle the unemployed situation has taken such a turn and, so far as I know, it is unique. The unemployed, of course, have been so long with us as to have become a recognized feature of an individualistic economy, and two sub-groups, the unemployable and the voluntarily idle, have presented an ever present problem, with which social agencies have had to deal. It is not with these groups that I am here concerned; I speak of the technological contingent, which, in the best of future times, will probably number three millions, and of that avalanche of victims catapulted into the chaos of unemployment by the downswing of the business cycle.

In Seattle, where the chamber of commerce will claim four hundred thousand population, they number about forty thousand. Forty thousand jobless men, in the third year of industrial collapse, represent an appalling problem in human misery. Last summer they started to organize, in defense of their self-respect, against charity and pauperization. They have lost the fight; charity, highly recommended by the President, has won; but the fight itself, being unique, is worth nothing.

Organization of the unemployed has been attempted often by the radical groups. Such efforts, usually directed toward rounding up the homeless men who congregate in the central districts of cities, have had little or no success except in the way of demonstrations, parades and marches. The Communists have been working on the project for some time, with results that must be very disheartening to them. In Seattle they established a central "Unemployed Council," but the mass of the unemployed regarded them with indifference.

The Unemployed Citizens' League arose in a different fashion. It has its roots in the neighborhoods. It has made no appeal to the floater but has drawn together the type of citizens who work hard, raise families, buy homes and pay taxes, and who now find themselves suddenly caught in the wreckage of a disordered system, their homes and savings gone, facing in terror and bewilderment a future that seems hopeless.

The League was as nearly a spontaneous growth as any organization can be. It was built up by the unemployed themselves without any money or outside assistance. The writer was one of those who helped, but he was only one of many, and he belonged there—only he and his wife can know how truly he belonged!

There was no money for advertising, so unemployed men canvassed their neighborhoods with questionnaires and listed their brothers in distress. There was no money for rent, but halls were donated and many churches, but no schools, opened their doors. There are now twenty-two of these locals meeting weekly in all the important neighborhood centers. All of them have commissaries, established in adjacent store buildings. Five delegates from each local attend weekly meetings of a central federation. Each local elects its own relief committee, and the chairmen of the local committees constitute a general relief committee, which in turn elects a general manager.

In contrast to the League's program of job relief and self-help is the President's Organization for Unemployment Relief, with Walter S. Gifford as its national chairman. The local representative of the Commission is I. F. Dix, vice-president and general manager of the Pacific Telephone and Telegraph Company, head of the Chamber of Commerce, and of the Community Fund. The Mayor's Commission, appointed to serve with Mr. Dix, included two labor men, one minister, one American Legion executive and three business men, of whom Mr. Dix was one. The Unemployed Citizens' League repeatedly asked for one place on the Commission, but their request was politely denied. The Commission, however, expressed from the start its willingness to cooperate, and conferences with the

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executive board of the Citizens' League have been frequent.

The three points in the League's program were, in the order of priority, (1) job relief, (2) self-help, (3) food relief. Six months ago it concentrated its efforts on an expansion of employment. "Jobs, not charity," was the slogan. The central federation advised all locals to avoid establishing commissaries if possible. The prevailing sentiment was to let the Mayor's Commission provide for those in extremity, while the city and county officials, it was earnestly hoped, could be induced to provide an enlarged program of public works to save the unemployed taxpayer from pauperism.

The alternatives, in the way of work, were for employers to expand their payrolls, or to lay the burden on the employed workers by spreading the work out to include the unemployed. The first method was obviously impossible, and the second an extremely doubtful innovation. Mr. Dix professed to be hopeful of both, but when some forty manufacturers finally sat down to a dinner in the Chamber of Commerce Building and listened to his recommendations, "It turned out," according to a press report, "that all of those present were already doing their utmost in this respect."

TO the unemployed citizens of the League it seemed fairer that the burden that society had handed to them should be spread over the entire community through taxation. For it was apparent that the unemployed taxpayer would have to share an increased tax-rate and that, in any case, his means of life would have to be forthcoming, for the social fabric could hardly stand the strain of wholesale starvation in a country so fabulously rich.

The demands of the League were very moderate. They did not ask for full-time employment. They did not ask that money should be appropriated for wasteful work. The City Council was asked to appropriate a wage fund of a million dollars, and the county a similar amount, one half of which should be used for indigent relief. It was proposed to expend the wage fund on one of the public projects already planned, and on which much common labor was necessary.

The chairman of the county board at once announced through the press that he was opposed to using public funds for jobs for the unemployed. The councilmen were more subtle. With a generous gesture they appropriated a million dollars for jobs, and the unemployed had a short-lived thrill of hope and gratitude. But it was only a trick, of the kind that politicians think clever, but under the circumstances, heartlessly cruel. Instead of including the appropriation in the budget of one of the city departments, the Council passed it as an emergency measure, knowing that a state law limited emergency appropriations. The result was that the million dwindled to $462,000.

But that is not all the story. The next step was the attempt to discourage job-seekers by making the job as unattractive as possible. Digging stumps and clearing streets and parks for eight hours a day in rain and sleet, even at the regular city scale of $4.50 per day, is a fairly severe test of a jobless man's attitude toward charity. The Council set a sliding scale running from $1.50 to $3 per day. Even so, the applicants for work numbered twelve thousand.

The League protested that men owing taxes, rent and grocery bills could make no headway on part-time work at such a wage. Organized labor supported their plea. After a prolonged controversy the Council restored the regular scale. But shortly afterwards the work was suspended, on the specious plea that the city had no money available, although there were plenty of idle funds and the banks would readily have cashed warrants. In the middle of January 1932, when the comptroller announced that only $143,729 had been expended out of the $462,000 (the million first promised), 4750 men out of twelve thousand were given from six to twelve days' work.

The unemployed men with the largest families were first put to work, while the wage dispute still raged. After the regular wage was restored the city refused to allow these men what they had lost by their priority.

While the League was carrying on this losing battle for job relief, it was at the same time carrying forward energetically a program of self-help quite surprisingly successful in view of the total lack of cash resources. One of the first undertakings was the procuring of wood for winter fuel. Permission was obtained to cut unmerchantable timber on both public and private tracts adjacent to the city. Tools were borrowed, including even tractors and power-saws. Some of the needed trucks were loaned by transportation companies, but many of them were found among the unemployed themselves. Oil companies donated gas. The supply of this important factor was later supplemented by the Mayor's Commission for Improved Employment. No exact figures are available on the total amount of wood obtained, but it must exceed two thousand cords. One local established a woods' camp where hot meals were served to eighty workers.

The fishing industry which centers in Seattle, encountered, like other industries, a dull market. A member of the League who also belonged to the Fishermen's Union, arranged with the Union to supply the League with unsold fish. The League, over a period of two months, distributed sixty tons of fresh and frozen fish.

BY this time the locals were establishing commissaries. The Mayor's Commission had promised that the unemployed would be given one to two weeks' work per month through the winter and that they would set up a system of distribution which would supply every needy family with food. But winter came on with nothing tangible accomplished. For months the Commission's activities seemed to consist of holding meetings, appointing committees, urging the public to give to the charity organizations and to furnish odd jobs, and giving optimistic assurances through the press that the Commission had the situation well in hand.

The League made a gallant effort to supply its commissaries. Over the mountains in the Yakima Valley farmers had fruit and vegetables that it did not pay to market. Squads of unemployed were sent to bring back truckloads of apples and pears. They dug and shipped four carloads of potatoes, the Mayor's Commission paying the freight in return for one carload, which went to the Sunshine Club, a feeding station for homeless men. The countryside around Seattle was scoured for any farm products the farmers could spare. The League proposed to the Grange to reciprocate with labor, but the suggestion was not followed up for in this area of variegated farming no large quantity of produce was available.

At the neighborhood centers of the League all kinds of cooperative efforts developed—canning and preserving of fruit and vegetables, sewing groups, including skilled tailors,

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free barber shops, free shoe-repair shops. A fine spirit of mutual helpfulness prevailed during this stage. It was also remarked that in all the branches capable and efficient men and women appeared in response to the need for commissary and organizing work.

Christmas was celebrated with what gayety was possible. Trees were set up and home-made toys supplied. An unemployed Santa Claus appeared, simulating a hearty laugh. But underneath the show of merriment were sick discouragement and fear. Homes had been lost, savings exhausted, hopes of employment dashed. The Unemployed Citizens' League had reached the third and last stage of its activity, the stage where food relief had become the vital and urgent need. To the very last they had hoped that some way would open to save them the humiliation of eating unearned bread.

The cost of liquidating the emergency was now reduced to its lowest terms, namely, enough food to prevent starvation. Both city and county authorities now decided, since they had no distributive machinery of their own to meet the emergency, to recognize the League as a representative agency. The Mayor's Commission was used as a go-between.

Food depots were established in five districts, and from these depots deliveries are made to the local commissaries. A general supervisor from the Commission confers with the general manager of the League. In each district there is a joint committee of two. The city provided ten thousand dollars' worth of foodstuffs, and then relinquished the responsibility to the county, which promises to continue the relief work through the winter. At the time of this writing nearly twenty thousand people are receiving this aid, and the number is increasing. This is in addition to the work of five Community Fund organizations and the Sunshine Club, as well as a multitude of lesser relief activities.

Has the Unemployed Citizens' League justified its existence? I think so. It was better to have made the fight for dignity and self-respect than to have submitted tamely to the process of pauperization. Moreover, the sense of solidarity in a common misfortune has relieved to some extent the agony of spirit that eats out the hearts of those that stand alone. Lastly, the administration of relief by their own officers is more bearable than the methods of professional charity.

Is the League radical, it may be asked. I fear not. The president is John F. Cronin, unemployed builder, independent in politics. Charles W. Gilbreath, manager of relief, who has been highly commended by Mr. Dix for his efficient work, is a socialist. Carl Brannin, executive secretary, is director of the Labor College. But the rank and file is a cross-section of the American working class. Have they learned anything from their experience? "You bet they have," a stump-digger answered me. "They'll know enough to save their money next time." No, it's not very encouraging, at least for those who look to mass intelligence for social betterment.

Leadership Lifts Its Head

By GERTRUDE SPRINGER

NO thoughtful observer of the events of the winter of 1931-32 will be surprised at the stories, told by Mr. Borders and Mr. Wells, of what is happening in Chicago and Seattle. "You can't let them starve" might move the Illinois legislators to tardy action but as an interpretation of the situation in which Chicago citizens were plunged it was not enough. "Unearned bread" did not meet the need of the six thousand citizens of Seattle, men with wives and children, who until this time had been counted as competent and respected members of the community. Leadership is presumed to be a quality of American genius. No one need be surprised that it is lifting its head from the ranks of the thousands of American citizens who are without work.

"I can't imagine," says Joanna C. Colcord of the Russell Sage Foundation, writing from the Pacific Coast, "that I shall run across, elsewhere in my travels, so interesting a social experiment or one so balanced between possibilities for good and evil as the relationship worked out here in Seattle between social agencies, government and the organized unemployed." As the relief organization in Seattle stands now it takes in the Community Fund with its allied agencies, the Mayor's Commission for Improved Employment, with its five district relief organizations each with a depot for receiving and handling supplies, and the Unemployed Citizens' League with its twenty-two neighborhood branches and commissaries which carry in large measure the responsibility for distributing relief. Funds are provided chiefly by the county with some supplementation from private sources.

In practice the League in its distribution of relief has drawn on the experience of social workers. Certain principles for the determination of need and certain standards of adequacy of relief have been accepted by its workers and by those of the Mayor's Commission and are generally followed. Members of the League work sixteen hours a week to the extent that work is available. Hundreds are working in connection with wood-cutting, in the commissaries and in various other projects.

The relationship which Miss Colcord finds so significant was probably worked out only at the cost of a good many concessions all along the line. That diverse views were reconciled, the principle of self-help maintained and the orderly organization of all resources accomplished is evidence of the level headedness and the sincerity of purpose of the leaders of both the Unemployed Citizens' League and the Mayor's Commission for Improved Employment.

IN the opinion of many Seattle people, who see in the League a stand for elemental justice, its constructive program of self-help has been strengthened rather than weakened by its union of forces with the formally constituted relief organizations. Certainly the community has been drawn more closely together in the emergency, better understanding exists, and relief needs have been more adequately met by reason of the League's activities. There is no intimation anywhere that it has not been a useful element in the community situation. "Its operations have been of unquestioned advantage," says I. F. Dix, chairman of the Mayor's Commission. "The League deserves a complete case record and the constant attention of a current historian," says John F. Hall, executive secretary of the Community Fund.

The League's inability to do its own whole job, due to a considerable extent to difficulties aggravated by the winter season, was undoubtedly a disappointment to its leaders. That they could sink that disappointment in the common cause and maintain their integrity and their principles is a tribute to their disinterestedness. Something big and tolerant has happened in Seattle.

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A Nation Scrapping Its Slums

By EDITH ELMER WOOD

Housing authority and author of The Housing of the Unskilled Wage Earner, Housing Progress in Western Europe, Recent Trends in American Housing and other works

ON my return recently from a visit to England, my first in several years, the editor of The Survey asked me what had impressed me most in the housing situation over there. The answer was unhesitating: The spectacle of 1800-odd local authorities, urban and rural, throughout England, Scotland and Wales, quietly and systematically preparing for the complete elimination of their slums, under the supervision of the Ministry of Health, and with substantial financial assistance from the national treasury. If you let the full meaning of the words soak in, you will see how stupendous the implications are. No nation has ever before undertaken such a task.

This was far from being the only matter of interest. I could have pointed to the two hundred thousand high-grade cottages built and rented to working people by local authorities since my last visit; but that was the impressive continuance of an already established policy. I could have called attention to the remarkable increase in home ownership among artisan and lower-middle-class families in a nation not previously noted for home ownership. Or I could have mentioned the important new powers in the Town and Country Planning bill. But none of these had the social and economic significance of the nation-wide compulsory slum clearance provided for in the Act of 1930. And it should be remembered that, while it was introduced by a Labor ministry, it was adopted by an almost unanimous parliamentary vote. All the discussion was over matters of detail. It was not opposed at any stage by either the Liberal or Conservative Party as such.

Eighty years ago, the British Parliament passed an enabling act which made municipal housing possible. Almost forty years later, the Housing of the Working Classes Act of 1890 made it workable. The Housing and Town Planning Act of 1909 made it compulsory, but gave the national government no power to enforce it. Legislation of 1919 vested real control in the Ministry of Health through the handling of a national housing subsidy. Town planning also was first permitted and later required. Slum clearance, with compensation, to the owner, but no provision for the displaced tenants, was first authorized, in one city only, under the Liverpool Sanitary Amendment Act of 1864. The Torrens Acts were a national series adopted between 1868 and 1882, providing for the compulsory repair or demolition of insanitary or obstructive houses at the owner's expense. The Cross Acts, adopted between 1875 and 1882, permitted the municipal acquisition and clearance of unhealthy, or slum, areas, determined as such by the health authorities, and required that new accommodation should be provided for as many people as had been displaced, usually on the same site. These provisions were incorporated in the 1890 and 1909 acts and still form part of the basic national housing law. But it remained for the Housing Act of August 1, 1930, to make slum clearance *compulsory*.

As a result, more than eighteen hundred great cities, middle-size and small towns and rural district councils have been taking a survey of their housing accommodations and reporting to the national Ministry of Health how many insanitary dwellings they have and what they intend to do about it. Communities of twenty thousand inhabitants and over had to file a formal report with a five-year plan before the end of the year 1930 and must repeat every fifth year.

Authorities have their choice of three methods of procedure, but one or another must be applied to every insanitary dwelling. (1) Single insanitary houses capable of being made sanitary by repairs, at a reasonable outlay, are to be made so at the owner's expense. If too far gone or too badly planned to be made satisfactory, they are to be demolished, also at the owner's expense. (2) Incipient slums, or blighted districts, may be declared Improvement Areas, where owners are compelled either to improve or demolish their buildings and the authorities purchase only such portions of the tract as are needed for open spaces. (3) Where conditions are so bad that they can be best dealt with by the demolition of all the buildings, Clearance Areas are declared. The authorities may order the owners to demolish the houses at their own expense, laying down conditions which must be complied with in rebuilding, or they may acquire whole areas themselves, as is usually necessary when there is to be a new lay-out of streets and open spaces or where the displaced tenants are to be rehoused on the site. The owner of an insanitary dwelling receives site value only, and not even the market value of that if it is higher than would be appropriate for working-class housing and the local authority intends using the site for that purpose. On the other hand, any property in good condition in a Clearance Area, which has to be acquired in order to carry out the general plan, is paid for at market rates.

Whenever a local authority orders the demolition of a dwelling either by the owner or itself, it is under legal obligation to provide an equivalent amount of new housing. In addition to which, it is always under obligation to provide new working-class housing under the 1924 Wheatley Act, as may be needed. The obligations laid on local authorities by the Act of 1930 do not supersede previous housing obligations, but supplement them. The objective is nothing less than 100 per cent good housing.

OF the three British methods of assisting the housing of the people, (a) government loans and, since the War, subsidies to limited dividend companies and other forms of private enterprise, (b) building and renting by local authorities on new sites, and (c) slum clearance by local authorities, the third has been least used, in spite of obvious need, because of its greater cost. Even in pre-War days, when loans and municipal housing were on a self-supporting basis, slum clearance regularly involved the rate-payers (local tax-pay-

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ers) in considerable expense. Immediately after the War, the housing shortage made it necessary that all efforts should go into new building. Nothing could be torn down however bad. By 1924 the shortage had been sufficiently reduced to permit some resumption of slum clearance, and the act of that year provided for the national treasury's bearing half the loss incurred by local authorities in clearance projects. While this produced some results, about twelve thousand bad dwellings demolished and replaced by good ones in five or six years, the pace was far too slow. During these years public opinion had seemed to crystallize into something approaching unanimity. National finances were in a bad way, taxes were staggering, unemployment was rife, the expense of getting rid of their slums would be enormous, but somehow or other it had got to be done. Fundamental decency required it. It would improve health and living conditions, cut down delinquency, allay social unrest and decrease unemployment.

It was realized that nation-wide action would not take place without compulsion, and that if compulsion were to be exerted, the national government must give even more aid than it was then offering and in a form easier to apply. The financial provisions of the 1930 act are frankly experimental, and it is too soon to pronounce judgment on them. They are based on the number of persons displaced and rehoused instead of the number of dwellings involved or the amount of expense incurred. There is a payment of 45 shillings a year per person in most cases (nearly $11 when sterling was at par), 50 shillings in agricultural parishes, where rents are lower, and 70 where tall fireproof tenements have to be built on high-cost ground (chiefly in the central parts of London). It is expected that about one hundred thousand persons a year will be displaced—a million in ten years. But few believe that the re-housing of a million slum dwellers will finish the job. The magazine, Garden Cities and Town Planning, for May 1931, makes a tentative estimate of two and a half million persons and twenty-five years and calculates the total cost to the exchequer during the 25+40-years life of the grant at £252,500,000, to which it adds £75,000,000, which the project will probably cost the rate-payers. Now, £327,500,000 is a big sum, but as it would be spread over sixty-five years, it can hardly be regarded as prohibitive. During the fifteen years when the charge is at its maximum, it will amount to about £6,312,000 per year. Two and a half million slum dwellers cost society vastly more than that.

Our Mr. Veiller, writing in his quarterly, Housing, in June 1930, while the housing bill was still before Parliament, called it "most unsound" and said: "We have difficulty in believing that the responsible sober-minded intelligence of England has seriously considered these proposals in all their implications." It would be a safe bet that ninety-nine out of a hundred Americans who read his observations agreed with him. But the British Parliament and the British people soberly and doggedly went their way. They have been wrestling with these problems for three quarters of a century, and I am inclined to believe that they know what they are doing.

Slum clearance in Great Britain has always been a health and welfare measure. It is undertaken for the benefit of the whole community, since physical and moral plague spots are a menace to all, but the welfare of the displaced slum dwellers is given first consideration. Not only must new accommodation be provided for as many as are displaced, but it must be at rents they can pay. Hence the charge on the tax-payers. The authorities often move them free of charge, sometimes into temporary quarters and back into the new structures when finished.

New York has become slum conscious in recent years, and there has been much talk about slum clearance. Some people mean one thing by it and some another. It has recently been announced that Fred F. French, builder of Tudor City, has bought up a large tract on the Lower East Side on which to build modern apartment houses for white-collar workers in the near-by financial district. No one feels the remotest responsibility for the eight thousand families to be displaced. As a matter of fact, there are so many vacancies in old-law tenements at present that this particular group can probably be absorbed without much hardship. Obviously, however, the process cannot continue long without inflicting great suffering on the most defenseless section of the population. It will put up rents in old houses, increase overcrowding, and create new slums. And for some weird reason, we shall be proud of ourselves.

A Home for Mary Lou

By HELEN CODY BAKER

Chicago Council of Social Agencies

MARY LOU JONES has been sixteen years old since 1917, to our actual knowledge. It may be much longer, for we guess her real age at between forty-five and fifty years, in spite of the old-fashioned pigtails over her shoulders, the "Peter Thompson" sailor-suit with yellow decorations, the low-heeled ankle-tied shoes and her own statement that she wished to earn her board and room in a family where she would have an opportunity to finish her highschool education.

This longing to complete her education is a plea that has amazingly supported Mary Lou for fourteen years. Within the last few weeks it brought in seven dollars from the congregation of a struggling little church in one of our poorer districts, where she must have made a most appealing talk. It once carried her as far as Tuskegee Institute, whence she was promptly returned to Chicago. The Travelers' Aid took charge of her upon her arrival and handed her over to the United Charities, who referred her to the Young Women's Christian Association, who sent her to the Service Bureau for Women, at 126 North Wells Street, Chicago.

It is interesting to speculate on the cost of Mary Lou to Chicago during those fourteen pathetic years of protracted adolescence; but we can do no more than speculate, for the only additional information we have been able to secure is

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that in 1923 she was examined in a child-guidance clinic on account of difficult behavior. She has only one relative in the city, who has seen her a few times and can give no history. She has no work record that can be discovered.

On her arrival at the Service Bureau she protested against placing a young girl like herself in a shelter with older women. And since the staff of that organization includes a full-time psychiatric social worker and a psychiatrist for six hours a week, as well as a graduate student in psychology to make psychometric tests, it was a comparatively simple matter to see that Mary Lou was sent to a psychopathic hospital and from there committed to a state hospital for the insane. She writes to us that "she is in a beautiful place. The food is good, and the people very nice."

This is just one example of careful and intensive case work that is done at the Service Bureau, Chicago's clearing-house for homeless women, which is operated by the Council of Social Agencies and financed by the Joint Emergency Relief Fund. It is the opinion of the director, Mary Gillette Moon, as well as of the Council's committee which stands behind her on Bureau policies, that single, unattached women cannot be dealt with in groups. It may perhaps be true that

> When the last string snaps and a man goes broke
> He turns to the sky and sea;
> He cuts clean loose from the home-bred folk
> And love and honor go up like smoke
> And life is a gamble and death a joke
> And the universe good to see.

But even when most of the strings have snapped for a woman, she clings desperately to a rented room, a trunk with her few possessions in it, or a canary in a cage. They come to the Service Bureau with packages of old letters tied up with string; with tattered marriage licenses, framed photographs, sometimes baby clothes: pitiful relics of former homes and happiness. They will go without food to keep a corner of their own where these things can be preserved, and the last string never really snaps until they part with them.

BUT a corner of your own means case work. A fifth of the three thousand and more women who have appealed to the Service Bureau since October 1 have been lodged in free shelters. About the same number are boarded in residence clubs. The remainder are kept in their own rooms or with friends and their rent, or food, or both, are paid for out of the Joint Emergency Relief Fund.

Practically all of the younger women are referred to one of the five case-work agencies affiliated with the Bureau: the Young Women's Christian Association, Jewish Social Service Bureau, Catholic and Protestant Protectorates and Big Sisters. Every week the case workers of these organizations meet for a conference with the staff of the Service Bureau.

But the woman over forty is the Bureau's special care, since there seemed to be no adequate provision made for her in the social-service structure of the city.

As far as is possible, they get work in the Bureau's work shop at fifty cents an hour; but this only provides for thirty out of the sixty to eighty new clients received daily. Most of them are badly undernourished, and some of them must be kept for weeks in convalescent homes. Three interviewers and two case workers share the responsibility for the Bureau's clientele. There is practically no waiting for appointments. It is occasionally necessary to ask someone to come back the next day, but care is always taken to be sure they have food and shelter for the night. Streetcar tokens are provided when distances are great, and preference is given them the following morning.

But perhaps the most outstanding of the Bureau's accomplishments this winter is the psychiatric advice which is given the steadily increasing number of homeless women who show marked evidence of emotional instability in these uncertain years. Last winter's experience convinced us that there was a special need for such care. The local clinics were so taxed that it was impossible to get help from them. The Council of Social Agencies accordingly called on Helen Myrick, of the Illinois Society for Mental Hygiene, to organize and supervise a psychiatric service for the Bureau, with the result that Lillian Bennett was engaged as full-time psychiatric social worker and Dr. David B. Rotman appointed as part-time psychiatrist.

FOR a period of three months, October 1, 1931, to January 1, 1932, 110 clients have consulted Miss Bennett, 54 have been referred to Dr. Rotman or outside psychiatric clinics; 20 of the 54 examined by the psychiatrist were recommended for state hospital care, 5 to an institution for the feebleminded, 7 to an outside clinic for psychotherapy and 10 to clinics for physical examinations; 50 were between the ages of 25 and 40, and 47 were from 40 to 60 years of age.

Of the 54 women examined, 11 were diagnosed as dementia praecox, 11 had other forms of psychoses, 2 had general paresis, 7 were feebleminded, 2 with psychosis, and 4 had some form of psychoneurosis.

Clients who do not need institutional or clinical care are returned by Miss Bennett to the case worker who referred them, with suggestions for further follow-up, most helpful to the social worker who may be in doubt as to what she might expect of an "emotionally unstable" client! Other cases are given temporary care in the new Municipal Home for Women and kept under observation with occupational therapy prescribed by Dr. Rotman.

The greatest usefulness of the psychiatric service to the Bureau has been the clearing up, in a conclusive way, of the problems of women who, like Mary Lou Jones, have wandered around the city for years. The community is now protected from them, and what is still more important, they are protected from the community. This type of woman rarely reaches a psychiatrist. She tells a plausible story and eludes organized case-work agencies.

One of our greatest needs at present is a better developed program of mental hygiene for non-pathological women who show suicidal tendencies, depression, undue worry and other emotional difficulties. Can we do it with such a limited staff? We wonder. What will happen when the Emergency Relief Fund is exhausted? We still wonder. We discussed some of these weighty matters with Joel Hunter a few days since, and he gave us the following quotation, which enables us to close this paper on an optimistic note:

> There was a young man who said "Why
> Can't I look in my ear with my eye?"
> I am sure you could do it
> If you put your mind to it;
> You never can tell till you try!

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"Mrs. Doctor"

By ELEANOR BRUSH COCHRAN
Chicago Junior League

"YOU can't, Mrs. Lopez, you cannot feed Angelo *frijoles* and expect him to be well—I told you that last week. I am telling you now, and if you do it again I shall give you pills as well as Angelo."

"Miss Stanton!" The doctor's voice came through the half-open door. "Miss Stanton!"

"Yes Doctor, I'm coming." Hastily I tucked Herper up in his blanket and gave him back to Miss Lester, the nurse in charge, to hold.

The doctor's eyes met mine firmly as he held up a tiny bottle of soda mints.

"Miss Stanton, if, when Mrs. Lopez brings Angelo in here again you find that he has even nibbled one crumb of *frijoles* or *tamales* or any of these things that I tell you—you will give Mrs. Lopez two—not one—but *two* of these white pills," and grimly he shook the bottle of soda mints in front of her terrified eyes. Mrs. Lopez looked at the ground. Angelo looked weakly back at the doctor, and I removed the stomach pump. Fifteen minutes before, Angelo had been screaming with acute indigestion but drastic measures had subdued him. We had waived ceremony and hurried him in to the doctor.

Now as I dashed back into the reception room, Herper set up a lusty howl for recognition. He was coal black and six months old with the curliest hair and the biggest eyes in the world. His doting mother kept him immaculately clean and brought him in weekly for his examination. He is gaining steadily and this week was no exception. "Ain't gwine to be no trouble ever with him." Lulu showed her white teeth in a broad smile as, having checked him out, she tied on his pink bonnet and wrapped him up against the chilly weather.

"Mrs. Doctor, Mrs. Doctor!" Hastily I turned to see a misshapen little boy holding on to his mother's hand. "Mrs. Doctor, Sammy—he don't get no better, and his shoes hurt him so, I had to take 'em away."

Miss Lester came up. "Mrs. Goldstein," she said firmly, "Sammy has to wear those shoes. He will hurt his muscles more and more if you take that shoe off. Where are they?"

Finally Mrs. Goldstein produced a bundle which contained Sammy's shoe and Miss Lester carefully adjusted it to the poor little clubfoot. "Of course," she agreed soothingly, "It's hard to walk in at first, but you see it will help him so much in a month or two." She beckoned to an interne who had just come in.

"Why Mrs. Goldstein," the interne beamed, "You won't know Sammy in a week or so. He'll get used to it."

Mrs. Goldstein brightened. Clearly one masculine word of approval is worth far more than all the advice and cheer of a dozen nurses.

The doctor stuck out his head. "Miss Lester, Miss Stanton, one of you get the records on William Pizzel. I think he was in the north clinic last year. All right, send in Mary Morgan." The interne gave Sammy a bright new penny and took the now joyful Mrs. Goldstein to the door.

Other mothers were arguing for their turn. We hunted the files for William Pizzel's record and could discover none.

Mary Morgan meanwhile was endeavoring to scratch, bite and otherwise mutilate the doctor who, pinning her arms to her side, was trying to look into her throat. The interne rushed back to his assistance, receiving a nicely timed kick from Mary as the doctor at the risk of his thumbs pried her mouth open.

"BRING her in Wednesday, schedule her for Ward D, and send her to the operating room at three. Those tonsils must come out." Mary turned into a tornado and her mother, in the background, burst into a banshee wail. Miss Lester, by some magic, quieted the mother and appeased Mary with a lemon drop while promising her to call for her herself in a motor on Wednesday. "And don't make it no little car neither," said the still truculent Mary as she left. "I want the kids to see me in the best." I made a mental note to tell the volunteer motor corps to produce the swankiest limousine for the triumphal ride. Miss Lester straightened her cap and we took a long breath before plunging into the claims of three mothers to see the doctor at once.

"Miss—my girl—she tell me I got bugs in my teeth," a wailing voice reached me. "Look, I ain't got bugs in my teeth." And Mrs. Rongetti flashed gleaming teeth at me. "She tell me all day long bugs crawl up and down in my mouth, she bring a brush from the five-and-ten, spends her good money, and tells me the bugs they run in and up my teeth. I whaled her good for it," and the sobbing Lucia was produced. She stated chokingly that they told in school that if you didn't brush your teeth, bugs—and she dissolved into more tears. I explained to Mrs. Rongetti the meaning of germs. I told her about the kindness Lucia had done in buying her the brush and assured her that daily brushing would help her to keep her teeth for years. She looked at me doubtfully, stated that there wasn't a poor tooth in her head (I guiltily thought of my many fillings) but promised to use Lucia's brush. "I buy you peanuts — now — you love your mama!" She clasped Lucia to her bosom and we all wept at the beautiful reconciliation.

Miss Lester sorted the remaining patients out. The telephone rang. The interne went out on an emergency call—a stabbing a few blocks away.

In Chicago this winter the Junior League is considerably more service than social. Its forty-two provisional members, twenty-seven of them debutantes on the sunny side of twenty, have enlisted for active work with the social agencies. Eleven of them are with the Northwestern Medical School Clinic. It is from actual experience that Mrs. Cochran draws her story. "They are a grand crowd of girls," says Helen Cody Baker of the Council of Social Agencies, "and they are doing a real job."

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The doctor called for more charts on Catherine Mary Hogan, who was losing weight (due, we discover, to an exclusive attention to coffee and pork) and for Thomas Patrick Hogan, twin, who came for an eye examination. He suffered from granulated lids.

Simple remedies were given to the people who could not afford to buy them. Two were put on the waiting-list for the deaf home. One child was entered for the first vacancy in F Ward. The doctor was anxious to see whether his mother had really followed his carefully written instructions for food and the rubbing of the hurt knee. She vowed she had, but alas she smelled villainously of liquor and there was a suspicious tremolo in her dramatic assurance that she lives and dies for her babies who are all the world to her.

Slowly the patients went. The doctor dashed off to a hasty dinner before his evening lecture, and Miss Lester and I put away the records and tidied up, idly discussing the all-subduing charm of Herper and the evils of Aloysious' brother.

Suddenly there was a cascade of blows at our door and a wild-eyed man rushed in. "Miss—my wife—she have baby."

"Where?" we gasped.

"There—on the mat in the doorway."

Miss Lester flew to the rescue, while I telephoned for an interne.

A volunteer's work is never finished.

Let Them Hear!

By ANNETTA W. PECK

Executive Secretary The New York League for the Hard of Hearing, Inc.

THE first Saturday in February a high chirping of children's voices flooded the microphone of my hearing aid, like nothing in the world except the spring chatter of sparrows in the eaves of our house on Sunday mornings in the long-ago days when I could really hear. I rushed out of my office to investigate, for there should be quiet at nine-thirty. Then our hundred children are settling down to their lip-reading; time enough for noise and shouting when classes are over.

But this was different, such excitement! Children clamoring at their teachers, rushing at our social workers, mothers from their long row reaching out to pluck at our skirts—"Promotion, I got promoted!" "My Julius made his promotion!" "My Mary was skipped a whole grade!"—the air glittered with that word *promotion*.

Of course! Yesterday the promotions were announced in school. And promotion to our children means triumph, a victory over impaired hearing, over grown-ups who won't understand what the trouble is and give a fellow a front seat, over parents, teachers and doctors who don't believe in lip-reading, over the whole combination a child with dull ears is up against. Promotion is vindication, and these boys and girls who pass through our hands know it! Practically all of our children, who range in age from six to eighteen, made their promotions this February. Five were advanced two grades and best of all, out of the five specials from ungraded classes with whom we have been experimenting for the last half year, two children passed their intelligence tests with flying colors and are now in their appropriate grades. All because of lip-reading and its friendly assistance whereby the speedy eye boosts the lagging ear.

But why should a social agency be all cluttered up like this with lip-reading? Primarily, I suppose, because social work is expected to fill in the chinks of the social structure, particularly those chinks which have gaped for centuries unheeded. And in this case because we had been told very plainly to prove our contentions when we made our first trembling advances, ten years ago, to the august Department of Education of the City of New York. "Show us," they said in effect, "but remember that your city has a wonderful public school for the deaf." Being totally devoid of inhibiting traditions, for The New York League for the Hard of Hearing was the first instance in history of a handicapped group formulating and executing their own rehabilitation, we replied in effect: "Oh, yeah! And what has any school for the congenitally deaf to do with conservation of hearing?" The results today have proved our case to any creature who can perceive a pikestaff plainly, so that we stand at that thrilling moment when one more surge of public opinion must carry us and our program for the conservation of hearing in children beyond high-water mark to solid ground.

THIS crammed decade has seen much hard thinking and much hard work, always conditioned by the sense of human needs which stamps the social agency, *plus* the emotional energy generated by the fact that this particular agency is operated by a society and manned by a staff whose members are almost without exception victims of the physical handicap which is being combated. The beginning meant that the children being brought daily by perplexed parents and teachers must be helped while a routine was worked out which should not only conserve hearing in the physical sense, but should at the same time conserve the remnant of hearing, usually a large and usable remnant, in those children who registered an irremediable impairment. Always vision had to bore far beyond practice and first, last and always a heavy dependence was placed upon the scientifically minded otologist who could share fraternally in that vision. Twin clinics accordingly were erected: the otological clinic for the examination, treatment and, when funds were finally found, for research; and the lip-reading clinic where teaching methods were developed upon a sound pedagogical basis. Meantime acoustic engineers had developed machines for group surveys (detection) as well as for accurate testing of the hearing.

The educational developments of these ten years, including teacher training, are being pursued as a major activity of the social agency in intimate union with its vocational and employment services, its mentally hygienic recreation plan and the thousand helps which fill out the scheme of individual case work in a specialized social center. A program was provided, incidentally, for the national movement for conservation of hearing. Worked out here in New York

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within the agency, this has been adopted by several cities whose school systems were more mobile than that of our huge metropolis. It was not, however, until a no-cost launching plan was constructed and offered to Associate Superintendent Margaret J. McCooey, in charge of atypical children, that any hope of success might be cherished. At this moment that hope is bright, so that we sit as one sits during the Prelude to Tristan—thrilled, suspended, consciously in the presence of a tremendous human achievement which is just about to be evoked into life.

Shall they hear—*shall they be let?* Victims of the least understood of all handicaps, a disablement to which the instinctive response is first fear, then contempt; frequently ridiculed, cast aside as wastage, yet including millions of our fellow citizens. Thousands of the best minds in America are being frustrated beyond redemption or, sore with the beatings they have taken, are painfully and with superhuman courage trying to make their way to recognition as the normal men and women they actually are. Spare the children these agonies: let them hear!

The Silver Lining

By GEORGE HJELTE

Director Westchester County Recreation Commission

THERE is one aspect, or perhaps it is a by-product, of unemployment which we can view with encouragement; and that is the better vocational adjustment which many now unemployed will make in finding a new place for themselves in the world's work. There are always innumerable square pegs in round holes. Afraid to cut themselves off from the means of support at hand, they hesitate to venture into new pastures. In times like these they are involuntarily cut off from the old and may perforce have to make a new departure. Frequently the new work will be an adaptation of what has been merely a diversion—a leisure-time activity. Many of the unemployed are actually finding that skill developed in leisure may be put to gainful ends. Often however this is not possible without the encouragement and additional training offered by organizations primarily interested in recreation. And here it is that these organizations have a rare opportunity. Many indeed have had thrilling results.

Instances in which adjustments of this sort have been made have come to my attention. An insurance agent who could no longer write enough policies to earn a meager living, became a teacher of vocal music. An engineer whose hobby was producing amateur entertainments secured a position as manager of an auditorium where he freely indulges his hobby and receives a regular salary. A house painter, in his spare time an amateur artist, found a market for his works and now is an artist by profession. An osteopathic physician, suddenly incapacitated for the vigorous work of his profession, fell back upon his skill as a 'cellist and singer to become a special teacher of music in the public schools. A draftsman whose hobby was photography, solicited commercial photographic assignments and has built up a respectable business. A weaver whose recreation consisted of tinkering in a non-professional workshop, now manufactures toys for the Christmas trade.

In these cases avocation has been the means of salvation. Skills developed in leisure may indeed provide a jumping-off place into another profitable field of endeavor, may even rescue a square peg from a futile attempt to adjust itself to a round hole.

Leisure-time activities may also prevent a devitalization of spirit. People trained in the satisfying use of spare time have a better chance to weather the storm of unemployment. The response which has attended the efforts of many communities to organize recreational opportunities for the unemployed has shown that little encouragement is needed to divert the abnormally large amount of time from idleness to useful preoccupation. Most encouraging have been the indirect results of such programs in rehabilitating the participants through sustaining their morale during a difficult period. To illustrate: the Playgrounds Association of Philadelphia which has undertaken the responsibility for recreation in the shelters for homeless unemployed men reports that leaders, entertainers and directors have been recruited from "within the ranks;" and that many of them, as they become absorbed in their new responsibilities, straightway go out and find themselves jobs. Which goes to show that when fear, anxiety and discouragement are forgotten in the presence of an absorbing task, hope returns, morale improves and in a new spirit the individual puts forth increased effort which often leads to a job.

Witness the case of one man whose resentment at sudden discharge from an excellent position was such that he sought other work—unsuccessfully, of course—in a very bad mood, devoting the rest of the day to sulking. From inactivity and lack of attention to his appearance he soon took on a flabby and shabby appearance. The futility of looking for work while in this state of body and mind was obvious. Finally convinced by interested friends of this, he began to take advantage of recreational opportunities that cost nothing—to exercise, to read. His state of mind changed. Employers reacted differently to him. Rebuffs gave way to encouragement, and finally his efforts were rewarded. He would never have qualified for work if he had not changed his outlook. Nor accomplished this change except through activity.

While waiting for the unemployed to be put to work, we would do well to keep them occupied in constructive recreation. The nation cannot pass through this great crisis and find itself completely recovered from the effects, immediately the crisis is over. It has been pointed out that for several generations the physical scars of starvation and exposure will bear grim witness to these present hard times. The spiritual and mental scars of disillusionment, fear, distrust and abandonment will be present in no less degree. Organized recreation can salvage much of our ebbing morale and can send back to gainful employment many who now appear to be no longer wanted, if not improved in body and mind, at least less scathed by their misfortune.

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New Shoes

By MARIE ALAMO BODEN

Public Health Nurse, Aptos, California

WHERE are they all going? They do not know —but neither do I—yet they are going, going! Some frantically, others with utter discouragement in their eyes; some half ashamed, others nonchalant, all headed somewhere, nowhere.

"Where are you going?" you ask them.

Shrugging their shoulders they look at you cynically or else hopelessly and invariably make the same reply,

"Wherever I can find work."

None of them seem to have any definite idea as to their ultimate destination; a fever, a fear has struck them, they cannot stay, they must be going, going. The problem is how to stop them.

It is wrong, psychologically, for a horde of hungry, half-clothed men to be rushing forth into an uncertain destination. It is as though they were all standing on the world's rim, jumping off into space and not realizing what they are doing. Out of it all I seem to see one ray of light; if you, and *you,* and YOU will feel the responsibility of checking this mad stampede of our country's jobless men, it will do what it would take years to accomplish otherwise.

For the past week I have been keeping "office hours" at our local Red Cross headquarters in the morning between eight and ten. Our rooms are located in a rather prominent building on the main thoroughfare of our small city of some twenty thousand population. Every morning they come. I can recognize them long before they enter the door. Inside of me I am frantic and say to myself, "Oh dear, more of them? I do wish they would go away!"

This problem which seems so great here in our small city, is only a miniature of what is arising all over our country just now, although I believe that the states with the warm winter climates have perhaps more than their just proportion of such wanderers. Because we all have this same situation with which to cope in a greater or lesser degree, it must be solved through our united efforts rather than as an individual problem. Here we have watched, experimented, handed out "charity" in cases that might seem unwise to many, yet from these very experiments and observations I believe we have learned a few things that might be of use in stopping this seemingly never-ending going on to nowhere.

Some who come to us are ex-service men; those who can show us their papers and identify themselves we never turn down. Is it food, shelter, a clean suit of underwear, shoes, socks or medicine that they really need, we give it to them. Most of them want work but there are several hundred other men in our town asking for the same thing—the thing that they want most, a means of earning a livelihood without begging—yet we are unable to meet this request.

There are others who come. They are not the common tramp or bum. They are farm-hands, mechanics, musicians, laborers of every description, men who prove by their eyes and their speech that they have had at least a fair education and have come from good stock, yet they too are going —where? Hunters all; hunting along the high roads and the low, in cities and in rural districts; perhaps the "open season" on jobs has been too long. Jobs are scarce now. We have posted all the places with signs which seem to say —"no hunting."

The thing that most of them seem to want is shoes. They ask for old shoes. Our supply is long ago exhausted. We phone all the other agencies which are doing welfare work,

"Have you any old shoes over there that you could give to a man if we send him over?" we ask.

"No," they reply. "We did have a big stock but it is all gone now, we have given out so many pairs lately."

What am I to do? We can not send them away in the rain and in the cold with their feet half bare, their toes peering through the ragged leather like dirty rats looking hungrily out from a dark, uncertain shelter. Then Mrs. Cann arrives with her friendly, cheery personality—she is one of the volunteer workers—and I tell her helplessly of the difficulties.

"Must we spend our money buying new shoes for these men who are just passing through this town and really belong in other states when so many of our own residents need help so badly?"

She shrugs her shoulders and laughs at me out of gray eyes through which so much common sense beams.

"You say there are no more old ones. . . . We can't send them off this way. . . . We're supposed to do relief work, aren't we?"

"Yes," I admit grudgingly, "But . . ."

And all the time I am wondering if it is really right for us to do it. A lot of money can be spent in a day on new shoes.

THEN after a few days of such experiences I get a new vision of the whole situation. I see their eyes, their faces, as they come back proudly to show us the new shoes which our written order has purchased for them. Their shoulders are not so pitifully droopy as before, and what is that new look in their eyes? Is it a glint of courage that I seem to see there? They are tragically grateful; they even protest against our buying them new shoes. They had only wanted old ones. They had not expected so much. They pass with firmer tread as the door again closes.

I wish I might give them a whole new suit and send them somewhere to get a good hot bath and a blessed shave, it would do so much for their mental outlook and for that human quality which we call pride; but as they stand in their new shoes and try to express their simple thanks for the little we have done I quietly try to impress upon them the necessity of their going back to those towns and cities from which they started and staying there until the storm blows over.

And that is the thing which I wanted to say to you. . . .

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YOU, in your cities, your small towns, your rural districts . . . *keep your men there.* You with your extra dollars snuggly saved for the rainy day give some of them to stay this mad stampede of human beings rushing like riff-raff, torrent swept. Your rainy day is here. There are so many out in the rain. Give some of this money toward furnishing them shelter.

You, with your jobs and your positions, give at least one day's salary a month to help feed the men in your town who were less lucky than you. Some of it was brains but most of it was luck!

As the trains go by I see them standing there, riding the freight cars. No longer do they sneak to ride the bars; now they ride openly in the empty box-cars—young men, old men, gazing at the landscape as the train speeds through mountain passes and over green knolls newly washed by rains. All of them going somewhere—coming to our town perhaps to ask for shoes.

So many of us realize the need of caring for these men and providing them with the necessities of life. We are a kindly world after all, but we are afraid—afraid that if we do this or that, if we give them shelter or if we let it be known that we supply food, that our city or our town will be flooded with these unemployed men. We grow frantic at the thought. Is it not a federal problem? Is it fair for one state to be burdened with hordes of them simply because it offers a mild climate; or if it must be burdened, should not those other states help share the expense? True, for instance, that California or Florida could give them food, warmth and shelter more cheaply than where there was a cold winter and no cheap vegetables on the market, yet the states from which these wanderers come should share the cost of caring for them since it would be to their advantage to have them where living expenses could be kept at a minimum.

One came who hung his head and spoke falteringly. He needed food. He had the promise of a job that would open up the first of next month but that was now three weeks away. Unless he could get food he would have to go on and look somewhere else for work. We arranged a grocery order to be filled for him, enough to last a week. When that is gone he can come back for more. It is better that he remain until his job opens up. A two or three weeks' grocery bill may relieve us from a greater problem were he forced to go on. He will make a good citizen someday. He is a clean, energetic type, apparently of good parentage. Years hence we may be glad we kept him here.

Last week four hundred men were registered on our co-operative employment list. Day before yesterday the city water department wanted extra men to repair a reservoir. They needed twenty; only sixteen appeared to fill the jobs. Where were the rest? Gone. Off to the road again, frantically hunting. And now the work is here on the road they have left behind. It was waiting for them but they could not wait for it; they were miles away when the call came. The road had its advantages; it gave them something to do because they had some place to go; but corner them, ask them where they are going, and none of them know!

I hope the new shoes will carry them back to you, back to the states where they belong; and when they return to you they may need shoes again—new shoes, if you will—the road has been long.

Guidance as Education

By R. B. CUNLIFFE

School of Education, Rutgers University

TO anyone who has had experience in advising and placing young workers, the difference between personality problems and problems of vocational guidance becomes largely academic. The awkward situations, the difficulties, the insoluble problems of the young person at work, are the product primarily not of misplaced ability but of maladjusted personality. There is, of course, certain failure for the young person who is trying to do something which he can not do and failure almost as certain for the worker who is doing something far below his ability level. But most workers fail not because they cannot do the thing they are employed to do but because they do not want to—because of the clash between personality and job.

If we were to study carefully the cases of vocational failure of an unselected group, we should probably find, if previous studies are any indication, a series of factors which we might list somewhat as follows:

1. Lack of ability—the small minority
2. Social ineffectiveness, due to feelings of superiority, inferiority, fears, anxieties, and so on which result in
   a. Failure to get on with superiors
   b. Failure to get on with inferiors
   c. Failure to work well with associates
   d. Inability to adjust oneself to the life-pattern of the occupation.
3. Misunderstanding as to the true nature of the vocational world
4. Lack of an intelligent philosophy of work
5. A failure of the job rather than that of the individual

For all young people vocational adjustment has been enormously complicated by the changes of the last fifteen or twenty years. We have seen in this time an increase in the use of power; an increase in productivity; the extension of mass production; progressive urbanization; changes in consumer demand and in distribution; the shift of major occupational groups; science and technology applied to the shop, store and office situation. These changes have had revolutionary effects upon occupations and upon the life of the worker. For example, there has been in these years a decided shift from the production to the distribution occupations. Census reports for the last thirty years show how the number of workers in factories and productive industries has decreased, and those in advertising, selling and service increased. Further, the growth, development and decline of an occupation may now cover less than a decade whereas only a comparatively short time ago it might see the whole

[1] A paper presented at a seminar of the Association for Personality Training on Difficulties of the Young Adult, at the Russell Sage Foundation Building, New York City.

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of a century. What happened to the glass-blower is happening to the musician, the commercial telegrapher, the clock-maker and a host of other workers.

We know that the modern occupational world is characterized by highly developed specialization and division of labor in the professions as well as in the trades and on the assembly line. Skills and jobs and functions change almost from day to day with resulting uncertainty as to the objectives of vocational training. Should vocational training be specific, or general—or cultural? For many workers a short period of learning or training is required and this can best be done on the job. Thus in Minneapolis about 75 per cent of those leaving school during the junior highschool years take jobs demanding training of less than a week. On the other hand, there is a demand for highly trained technical workers, below the university level, and vocational schools are setting up comparatively high I. Q. and ability hurdles as entrance requirements.

Most striking of all is the change in the physiological and psychological demands of occupational life. Occupational life today is characterized by a tension and a tempo unknown to the workers of only a few years ago. Even more significant is the change in the life plan. Whereas once upon a time a man who "chose an occupation" might expect to live his years in the performance of its almost traditional round, today his life is characterized by a lack of occupational permanence, a lack of economic security and the strongly increasing possibilities of individual life or growth through industry or organization rather than through occupation.

The problem ceases to be one of making a single adjustment suggested by the phrase "choosing the occupation" and becomes a long series of never-ending adjustments. Failure inexorably awaits the man who is not shifty on his feet and can not change his plans and objectives to meet well every changing situation that confronts him.

THE young worker may enter the vocational world in fear and trembling or with conceit and assurance or with a total misunderstanding as to the nature of the opportunity in his new life. He may possess an ineffective personality, undesirable personality traits, and also fundamentally wrong concepts and attitudes toward this world. The responsibility for what the boy or girl brings with him into the industrial world rests squarely with the schools. That is part of their job today. We need a new concept of vocational guidance. We ought to emphasize not "choosing an occupation" but preparation for vocational life. Vocational guidance has been too much concerned with matching abilities possessed with those demanded. The problem is rather one of adjusting personality to the job situation whether the job is that of the junior clerk, the brick-layer's helper or the young engineer or teacher. There is no one vocational niche into which the individual will fit better than into some other niches. Most people, so far as ability is concerned, are capable of doing a wide variety of things equally well, and with regard to abilities required, so far as we now have any means of knowing, wide ranges of occupations demand similar combinations of ability. The young person should be concerned then with ability level, economic demand, and the life afforded by the occupation. A choice must be made, but for most of us, it becomes a choice of immediate training programs or vocational objectives on our own ability level; after that we are concerned with getting a job and perhaps selecting another job and even more jobs and more problems and more decisions as long as we remain productive members of our order.

Greater stress, then, must be placed on teaching the knowledges, concepts, understandings, attitudes, appreciations and ideals that facilitate vocational adjustment. The product must be a well balanced integrated personality who can make his own adjustments and live his own life.

Although all the traditional guidance techniques have their place, guidance may be regarded as basically a teaching problem. In practice this means greater emphasis on the "teaching of occupations" wherever it may be done and however it may be called, as personality development. The school has always been concerned with personality development—the trained mind, discipline, good citizenship and what not—but the need today is for the schools to develop personality which "belongs" in our contemporary world.

Emphasis must also be laid on the life pattern of the occupation, rather than on job skills and duties alone. Every job or occupation offers a life, much more than is apparent in the job analysis. Here personality is made and personality is thwarted. It is essential that the pattern of the individual does not conflict with the pattern of the occupation.

WHILE the school must accept the responsibility for what the young adult brings into industry, industry has its responsibility as well. All the failure is not that of the young adult—much that of the boss or the organization for which he works. Industry today is demanding not so much skills and knowledges but personality, and in return, the good job should make possible a good life. That is, the job should offer a livelihood maintaining standards of respectability, the economic basis of well being, but more than that, it should offer social approval, the recognition of fellows, and the opportunity for the expression of personality. One immediately thinks of the jobs that obviously offer none of these things. But industry has a social responsibility and a responsibility to the individual as well as to the stockholder. And strangely enough, experience shows that the stockholders' profit reflects the workers' well being and satisfaction. Personnel men are discovering that intelligent selection and placement of workers is not only that of finding men who can do the job but those who can live the life which is organized around the job.

The social-service agency for a long time has had an indispensable emergency value and must continue to serve as shock troop until the school does its job better than it has and industry fully recognizes its responsibility to the workers as well as to the stockholders. The social organizations through affording opportunities for intelligent counseling and placement can render a most significant service.

As one regards our contemporary world and sees the struggles, the flounderings of the young adults in making their initial contacts and first adjustments, one realizes that there is no organization and no institution big enough and strong enough to live their lives for them. They must live their lives as best they can and attempt, as they have been prepared, to solve each problem as it arises. The function of vocational guidance in this day is to prepare young people to make these decisions, to make the proper adjustments as the necessity arises—placing an emphasis on the development of personality. Both industry and social work are in a position when of necessity they must assist in this process, but the ground-work must be laid in the schools.

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Florence Kelley—1859-1932

By JULIA C. LATHROP

Former Chief of the U. S. Children's Bureau

TO those who read this inadequate page the name of Florence Kelley is well known. Many of you know her as a personal friend and feel for her an intimate affection and a deep respect. None of us can quite bear yet to speak of her as if she had gone away from this world which she so tenderly loved and the more we consider what she has given to it the more we realize that she had exemplified a spirit and method of social study and social work in the full sense of the words which will survive as long as those who come after her desire to continue her efforts, not looking down meticulously for her footprints, but in her spirit, heads up, looking forward, as she would wish.

Some of you knew Florence Kelley in her childhood or perhaps you went to school with her. I had no such privilege but we know that she was born to a conventional and luxurious life in Philadelphia, her father, William D. Kelley, one of the ablest lawyers and most distinguished political leaders of his time; her mother of a fine Quaker family, a woman of an exceptionally gentle and retiring nature. Both must have seen with rare wisdom that this brilliant intellectual child was not of the stuff to be driven or led in the old way of education but rather that she must be helped to find her own path. Thus she received a formal education indeed, but one of exceptional interest and breadth which she pursued from school in Philadelphia to Cornell University whose door just then was opened to women—there she was graduated with a brilliant record and thence she went to the University of Zurich. And it should be added here that years later when she felt that for her work as chief state factory inspector in Illinois she needed more knowledge of law, she quietly entered the classroom of the Northwestern University Law School, took the required courses in her spare time and received her degree in 1894.

Mrs. Kelley was an accomplished linguist and fine translations stand to her credit. Of course she was a Phi Beta Kappa. She was always by taste and attainments genuinely a scholar, with a scholar's choice contempt for pretentious writing and thinking. She became absorbed in economic and social study, in the practical as well as the student's view of the labor problem, in public education as the only substitute for child labor and in all the aspects of the struggling advance toward a just social order.

I first met Mrs. Kelley when she came to Chicago in 1891. She at once became a resident of Hull-House where she lived during the eight crowded years she spent in Illinois. Her coming was timely and she helped from the first. Miss Addams and she understood each other's powers and worked together in the wonderfully effective way many of us well remember.

Soon a new opportunity opened. John P. Altgeld, who became governor of Illinois in 1893, was a man of great independence of thought and action and entirely on his own initiative, so far as I have been able to learn, he determined to appoint qualified women to various administrative and advisory positions in the state service. These appointments, carefully made and non-political, surprised everyone and gratified at least the women of the state. The most important and difficult place was that of chief factory inspector and for this position the governor selected Mrs. Kelley and as first assistant appointed Mrs. Alzina P. Stevens of Chicago, a well known leader in women's labor organizations. A legend exists to the effect that when the announcement of these two appointments was made someone remonstrated in a friendly way, saying that two such "big women" would never be able to work together, to which the governor replied, according to the legend: "If they are big enough for the job, they will get along together well enough." The event proved that the governor was right.

Mrs. Kelley, her assistant and staff, worked courageously and ably in enforcing the Illinois statute restricting the work of women and girls in manufacture to eight hours in one day and forty-eight hours in one week, but the statute was short-lived. In 1895 the Supreme Court of Illinois pronounced the provision unconstitutional.

Mrs. Kelley remained in Chicago at Hull-House, always doing whatever came to her hand, studying, writing, teaching, speaking, always stimulating, until she seemed an essential element of Chicago. But in 1899 she became general secretary of the National Consumers' League whose office was in New York and from that office she reached out across our country and beyond for the rest of her life.

IN New York she lived for some years at the Nurses' Settlement with Miss Wald and there as in Hull-House she gave invaluable help.

It was from this settlement background in two cities that she drew much of her intimate knowledge of humankind, her interest in working women, in children, in Negroes and in immigrants.

In Mrs. Kelley's book, Some Ethical Gains Through Legislation, published in 1905, we find a plan for a United States commission for children whose scope and purpose was carried out in concise form in the Children's Bureau Act of 1912. Its passage was aided by such support from the settlements as perhaps few of us realize.

We all know how lavishly and modestly Mrs. Kelley gave herself, how faithfully she attended conventions and conferences and committees, speaking in that flute-like voice as if she was delighted to have the privilege, praising and stimulating others, asking nothing for herself. She gave herself so unsparingly that sometimes it seemed as if her life was too hard, but as I think now of her life I think she had much happiness. She was surrounded by friends known and unknown—she must have felt that. Always her mind to her a kingdom was. She must have had happiness in ruling it for the common good. More precious than all else she had her beloved family, her sons, her grandchildren. Yes, hers was a nobly rich and generous life. We know its influence must reach far beyond her day and ours.

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Job Insurance Now

By BEULAH AMIDON

COMPULSORY, state-wide unemployment insurance —not in some far-off time when we are "around the corner" but as an immediate experiment based on the hard lessons of the depression, is recommended in a joint report signed by representatives of six important industrial states. These experts were selected last winter as an Interstate Commission on Unemployment Insurance following the conference of seven governors called by Governor Roosevelt of New York (see The Survey, February 15, 1931, page 546). The members of the commission were Leo Wolman, New York, chairman; Charles R. Blunt, New Jersey; A. Lincoln Filene, Massachusetts; C. A. Kulp, Pennsylvania; W. M. Leiserson, Ohio; W. J. Couper, Connecticut. The member appointed by the governor of Rhode Island did not take part in the study nor join in the report.

The recommendation and a detailed plan for putting it into effect by individual states have grown out of the commission's year-long study of European and American efforts to deal with unemployment. At its first meeting last spring the Commission thus outlined its task:

> To inquire into the experience with voluntary and compulsory insurance in the United States and in Europe; to examine the administrative problems of compulsory insurance in this country; to appraise the many forms of state, federal and private insurance plans currently proposed in the United States; to inquire into the possibilities and problems of estimating the cost of different types of unemployment insurance; and to formulate standard principles of unemployment insurance best calculated to satisfy the requirements of American industrial and political organization.

On the basis of this study the Commission holds that "unemployment as it exists in the United States today is a many-sided problem." No one measure can meet all forms of unemployment or cover all the unemployed. The Commission feels, however, that "a compulsory state-wide system of unemployment reserves" not only offers hope of lightened burdens for large groups of wage-earners but also constitutes an attack on the problem of understanding and preventing unemployment through data that would be gathered in administering such a scheme and through its incentive to employers to stabilize their own plants and industries.

The report recommends a benefit fund to which employers alone would contribute, paying 2 per cent of the payroll. When the accumulated reserve per employe exceeded $50, the employer's contribution would drop to 1 per cent; and when it exceeded $75, his contributions would stop until the reserve was again below that figure.

The Commission feels that while other unemployment provisions might well be supported in part by employe payments, under the very modest scheme put forward, the heaviest load imposed by lack of work would still be borne by the wage-earner and his family, and the worker should not therefore "be required to reduce his earnings further by the payment of contributions into the unemployment fund." Equally important, to the Commission, is the fact that his financial liability would spur the employer to use every possible means to cut the amount and duration of unemployment in his plant.

Five members of the Commission agree that unemployment benefit payments should not be pooled, since European experience seems to them to show that irregular industries draw on the common pool beyond their due share and so shift the responsibility and the cost on more stable and more conscientious industries. Professor Leiserson of Antioch College, the representative of the governor of Ohio, signed the report but took exception to this section. He urges experiment with state funds to which employers and workers jointly contribute, with industries rated and reserves pooled "after the manner of workmen's compensation insurance."

The scheme as put forward would give the insured employe 50 per cent of his wage or $10 a week (whichever is lower) for a maximum period of ten weeks within any calendar year. Workers put on part-time, with wages under 60 per cent of normal, would be eligible to payments to cover the difference between what they actually receive and 60 per cent of their usual wage, in no case to exceed $10 a week. The financial responsibility of the employer is limited by the total of his unemployment reserve. Here the Commission safeguards its proposal against practices which have constituted "the rock on which foreign unemployment insurance schemes have split; and they have been responsible for the commingling of insurance and relief funds which is now so universally deplored by all students of this problem."

THE machinery of administering the scheme would be set up under an unemployment commission of three members representing labor, industry and the public, or under an existing state industrial commission similarly constituted. The state would contribute to the plan the cost of administration.

No state, the Commission submits, can make an effective attack on unemployment without an adequate and efficient public employment service. To this end, it urges that existing bureaus be put under the employment administration, separate from the insurance division, with a civil-service staff not subject to political tenure. A second measure to strengthen the insurance experiment would be advisory committees of employers and employes to draw up, under the administration, plans for cooperative action between firms and industries looking toward regular operation and steady jobs.

The Commission urges that the largest possible number of wage-earners be brought under the insurance schemes, excluding for the present agricultural workers and those normally receiving more than $200 a month. The report adds:

> We are conscious of the fact that our proposals are extremely modest and moderate. It is not, in our judgment, sound to impose an onerous burden of cost on American industry. The measures adopted now can, we recognize, only incidentally serve to mitigate the effects of severe and prolonged industrial depression. It may well be that the unemployment of long de-

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pressions can be met only by the creation of extraordinary reserve funds raised from contributions by employers, labor and the federal government. We are clear, however, that the type of measures we propose constitute a constructive attack on the problem.

Almost simultaneously with the six-state report, the New York Joint Legislative Committee on Unemployment submitted its report endorsing compulsory state-wide unemployment reserves but urging that at the present time "only such legislation for unemployment reserves be enacted as will encourage further experimentation by industries individually and in groups and by insurance companies during the coming year." Assemblyman William L. Marcy, Jr., of Buffalo, was chairman of the committee. The majority of the committee members are Republicans.

In a special message to the legislature, Governor Roosevelt urged that the plan drawn up by the Interstate Commission "be given a trial at the earliest possible moment" in New York. To this end, he announced, he is "having prepared legislation to carry out the recommendations made."

The New York Conference for Unemployment Insurance Legislation (131 East 23 Street, New York) is leading social and civic groups in urging the Joint Legislation Committee by petition, public meeting and personal appeal "to reconsider its position on the question of immediate action." There is a growing demand in New York State that this legislature without further delay, set up the sort of protection against unemployment recommended by its own committee, by Governor Roosevelt and by the industrial, fiancial and economic experts who served on the Interstate Commission.

Things They Hated—and Haircuts

By BENJAMIN L. WEINFELD

Executive Director Jewish Children's Home, Newark, New Jersey

THE world is filled with people who look back on childhood experiences with the deepest feelings of self-pity. One sighs and says: "If only my father had let me study medicine. . . ." Another, "I was never cut out to be a lawyer, but it would have broken mother's heart. . . ." And a third, "Well, what can you expect, I had a stepfather who wouldn't give me a break; that's why I am standing behind a counter today." And so on down the line of embittered disillusioned people.

Of course you may say that the chances are if a fellow wants a thing badly enough, he will make a supreme effort to achieve it, and usually succeed. Most of these people who think they would have been great sopranos or scientists if given a chance, would very likely be doing just what they are doing now. Maybe so, but from the point of view of good mental hygiene, they should have had a chance.

And then consider institutionally raised children. Especially those reared in the old-fashioned homes of yesterday where they were reminded of the "charity" they received. They have grievances aplenty! You should hear them.

For the past fourteen years, I have interested myself in people who were once children in institutions. I have questioned them for reactions to experiences they remembered; and the discussions were always interesting to me. Each one had some fault to find with the system during his stay. He usually ended by saying: "Of course, it's not like that now. *These* kids don't know how good they have it here." And I guess that ten years from now these same children who have it "so good" will be the ones who did not get the "breaks."

However that may be, there is much truth and justification for the bitterness of many former residents of child-caring homes. It is with the hope that some directors of these homes will read this article that I have listed the following outstanding factors in the lives of children in institutions which they recall with the most resentment.

1. Children resent being put on exhibition and shown off before the members of the board, and visitors coming to the Home. They dislike being pointed out. They object to being experimented upon by doctors, psychologists, students, and so on, "as though they were guinea pigs."

2. Children feel keenly being criticized and censured in front of a group, either by the adults in charge or by the older boys and girls assisting. They hate being ridiculed and laughed at by their elders or by their own companions, and seem to carry this resentment for a very long time. (Parents and schoolteachers, take note!)

3. Very often older boys and girls are required to take smaller children to parties, and even participate. To this they strenuously object. They do not wish to go in line to outings and gatherings. They do not want to take gifts, foodstuffs, and so forth, while in a group. They dislike traveling to movies and theaters in large numbers. This is particularly resented by the adolescent boys and girls who in many institutions are forced to get in line with the smaller children on various occasions.

4. Young men and women formerly reared in institutions resent the fact that they were not given the opportunity to attend the school and carry out the educational program which they had planned for themselves. The arbitrary decision of persons in charge to send these boys and girls to special schools regardless of their tastes or aptitudes, has left deep scars of resentment and bitterness in the minds of many.

5. Boys and girls hate the idea that there is on record in the "office" information about petty behavior incidents which occurred while in the Home. Also, the family record of conditions which are a stigma. They do not wish to have the ever-present feeling that this information is on file and can be flaunted before them at any time.

6. One of the resentments of the average adolescent boy and girl is the inelasticity of the institution program with its restrictions of things which they thought the average normal boy and girl of similar age did in private homes. They objected to being home just at the exact time. They felt keenly the lack of opportunity to remain in school with their friends and to participate in school activities. They regretted the fact that they had to leave in the middle of the game in the park, because they must be in at the exact moment for supper. They felt uncomfort-

A paper read before the New Jersey Conference of Social Work at Trenton.

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able in curtailing their visits with friends and relatives.

7. They resented the idea of being called to the office, to be told about rules and regulations.

8. The girls hated to darn the boys' stockings; and did very indifferent work. The boys detested wearing the darned stockings because the lumps hurt their feet.

9. Hand-outs and donations (especially cast-off clothing) were abominations to the more sensitive children.

10. Eye-glasses that didn't become the child, and grossest of all insults to their childish vanity: *poor hair-cuts* and institutional uniforms! Enough!

Surely those of us in the work today have little or no excuse to subject a child to any of these feelings of inferiority or resentment (except in the case of family records, which should be kept under lock and key, and to which no one, of course, should have access except the director).

Hair-cuts are cheap; darning machines are within the reach of all; donors do not have to present things directly to the children; councillors can be trained to "correct" rather than punish or criticize; an adult can accompany the younger children to movies; occasional privileges to stay over-time can be granted to older boys and girls who come with requests before going out; it can also be impressed on the institution-child that even in private homes, children are expected to be prompt and punctual, as that is one of the chief factors to success in later life; and vocational guidance can be obtained through juvenile clinics.

Not only is this good social service, but it is the practice of good mental hygiene that will be effective for many years to come.

The Friendly Visitor

By ROY F. WOODBURY

Director Juvenile Protective Department, Children's Aid Society; Executive Secretary Friendly Visitor Division, Mayor's Committee on Unemployment, Buffalo, N. Y.

"LOOKIN' for somebody? Mrs. Murphy? Sure, I'll show you." The social worker followed her little volunteer guide up the creaky tenement stairs into a bleak room. Without introduction old Mrs. Murphy launched into her life story. At the first pause the visitor edged in, "But Mrs. Murphy, why did you send for me?" A smile wrinkled the old face. "To tell the truth, Miss, I ain't Mis' Murphy. She lives across the hall. But I told Mamie here to watch for the first social worker that come along and bring her in here. I've been wantin' to talk to one of 'em this long time."

The Buffalo Department of Social Welfare has hit on a plan this winter of giving all its Mrs. Murphy's—ten thousand of them on its relief rolls—the consolation of talking out their troubles. It has been physically impossible for the Department's limited staff to visit the families every week to deliver their grocery checks let alone to do all the listening these home visits would require. It didn't do either to have the families call at the central office to get their checks—it made too much confusion. So the checks were mailed. And that too was not very satisfactory. On the one hand it was too impersonal and on the other it deprived the workers of the knowledge of changing home conditions which their social-work consciences required. It was believed, and later events abundantly supported that belief, that many emergency situations were arising with which the workers could deal if they only knew about them.

Meantime Buffalo, like most other communities, had a small army of earnest folk eager to be helpful in the relief situation if a place could be found for them. They had been rigorously discouraged from setting up bread-lines and soup-kitchens, but they represented a great unused resource of energy and goodwill. It was the idea of the Mayor's Committee on Unemployment—the same committee that originated the Man-a-Block plan—to utilize this volunteer power to extend the arm of the regular visitors of the Board of Social Welfare, the operating body of the department. Friendly Visitors, as the volunteer corps was promptly named, are of course no novelty with private social agencies, but so far as Buffalo knows this is the first time a public-welfare department has organized volunteers in this particular way.

The Board of Social Welfare undertook first an experiment with a thousand selected families and a group of workers, already organized, of the St. Vincent de Paul Society. The visitors undertook to call on the families every week to deliver the check with a word of good cheer and friendly interest. They were not to ask questions nor to discuss the policy of the Board. Most especially they were not to discuss the size of the check! The plan worked so well that after a few weeks the Board requested the Mayor's Committee to recruit and organize Friendly Visitors for all its cases.

The Committee made a business of it. It spotted a welfare district map with organizations of every sort, religious, fraternal, social and what not, that could be tapped for volunteers. It communicated its plans to these agencies, called a meeting in each district and with enthusiastic co-operation on every hand set up teams; majors, one or more as needed, who secured three or four captains who in turn secured ten or more workers. A worker was usually assigned to a district other than the one in which she lived, although in the case of certain church groups this practice was waived. Visitors pledged one day a week to the service and were expected to make five calls a day, more if they drove their own cars. Captains were held responsible for their workers.

Before a team began work it was brought together and its duties carefully explained. Each group was addressed by the chairman of the Board of Social Welfare, the chairman of the Mayor's Committee, the chairman of the relief committee and the secretary of the Council of Social Agencies. The confidential relationship of the visitors to the families was emphasized, likewise the fact that visits were not to continue if a family did not wish them. Each group of visitors meets at ten o'clock on its appointed morning to receive its checks which must be delivered before nightfall. If two visits within twenty-four hours find a family still not at home the fact must be promptly reported and the check returned to the central office.

The Board soon had some twelve hundred Friendly Visi-

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tors going about the city. Their reports yielded much information for the case records. They found families where work had been secured and city aid was no longer needed, families with sudden serious illness and no medical care, families without fuel, families on the eve of eviction. The visitors are able to tap many sources of supplementary aid, but this aid may only be given with the approval of the Board which maintains full control of case-work policies.

To effect coördination of effort all along the line a Friendly Visitors' Council has now been formed to which all questions of procedure are referred. The Council includes lay persons, representatives of the various religious faiths and of private social agencies, with two executives in charge of administration.

An undertaking of this sort has a good many difficulties and pitfalls. The regular staff is at first apt to be dubious about it and perhaps to resent a little, as a reflection on their own efforts, the zeal of the visitors in reporting conditions of which they, overburdened as they are, could not possibly be aware. This attitude clears up however with understanding on both sides that the function of the visitors is to assist the regular staff and not to complicate its work, and that as soon as the city is able once more to carry its own load with its own personnel the visitors' organization will pass out of the picture.

The Board feels that the service of the Friendly Visitors is valuable on at least two major counts. It unquestionably helps to sustain the morale of the distressed families and adds to the financial assistance rendered a quality of friendly personal interest entirely lacking in a check received through the mail. Just the chance to talk it out to someone is a help. And it is a very good thing for the visitors themselves. Hundreds of Buffalo citizens, men and women, seeing with their own eyes the conditions that exist in the city are gaining a new sense of social responsibility which can be depended upon to support the Department of Social Welfare in the future in broader policies toward dependency.

The visitors have with few exceptions shown themselves dependable, loyal and sincere. The unreliable, the over-emotional do not last long. There is no dearth of numbers, indeed many of the captains report waiting lists of those who want to enlist.

Wheelbarrow Parade

By LISBETH PARROTT

North Carolina State Board of Charities and Public Welfare

THIS is the story of how the town of Wilmington, North Carolina, met its urgent problem of unemployment relief by building a lasting memorial of beauty and public usefulness. Wilmington, a town of some thirty thousand people, had to deal with its own problem; it could hope for no outside help. Its traditions were such that work and not direct relief must be its antidote for the troubles of its unemployed citizens. Under the auspices of the Chamber of Commerce the Wilmington Relief Association was formed in the fall of 1930 to formulate a project and to raise the necessary funds.

Just on the edge of Wilmington is Greenfield Lake, 148 acres in expanse, with five arms wandering off deep into the cypress swamps. White heron skim its surface, long Spanish moss dips into its quiet waters. Some years ago the town authorities rescued that portion of shore which had served as a dump and automobile grave-yard and converted it into a park. Visitors enjoyed a view of the water and of the long-leaf pine and ancient cypress woods that fringed it. But except from this one point the lake was inaccessible.

To build a road around this lake, to open up its beauties to the people was the project suggested by Mayor Walter H. Blair and adopted by the Relief Association. The community raised a fund of $40,000, payable in instalments over the five-months period that the work would require. The entire fund was spent for wages. Not a cent went for salaries. Leading citizens, George E. Kidder, F. A. Mathes and J. A. Tyler, were drafted to serve respectively as director of employment, director of activities and treasurer. Owners of property bordering the lake gave a hundred-foot right of way all around it, thus protecting the view from unsightly buildings.

The call for men was answered by hundreds of jobseekers. From these were chosen men who were legal residents and who had families dependent upon them. White labor was paid two dollars a day and colored one dollar and a half for the five days work per week. At the peak of employment around 275 were on the payroll. Trucks, tools and other equipment were furnished by the city and county road forces.

Then the wheelbarrow brigade went into action. Without machinery, which would have reduced the number of men who could have been employed, the road crept out through the swamp, clinging close to the lake shore, with fills across the tips of the five long fingers, Spring Branch, Jump and Run, Clay Bottom, Crystal Stream and Head of the Lake. The whole town felt a personal interest in its advance and a personal excitement as each new unsuspected beauty spot was opened up. The men caught the spirit and came to feel that their work constituted a civic contribution.

THE road was finished in the spring of 1931. It starts at the park and winds around the lakeside for five miles back to its starting point. During the summer it was paved with town and county funds. No one in Wilmington takes greater pride and pleasure in it than the men who swung the axes and picks and pushed the wheelbarrows.

When the winter of 1931-32 brought the unemployment problem back again, Wilmington had experience to go on and a place to take hold. It raised its fund and laid out four projects all designed as permanent improvements. These include the clearing of undergrowth and the beautification of the space between the scenic drive and the edge of the lake, the building of a short road to furnish another entrance to the drive, the improvement of property near the deep-water harbor at the north end of the city, and the beautification of a fourteen-acre park hitherto neglected. The wheelbarrow brigade is again at work.

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SOCIAL PRACTICE

Rusty Backgrounds

WHEN a worker is on the job his chances for study of new ideas and methods in his specialty are not bright. The Ohio Department of Public Welfare, with five colleges and universities cooperating, closed this gap by carrying the mountain to Mahomet. Institutes for children's workers, with two-hour sessions weekly for fifteen weeks, were conducted in Akron, Toledo, Youngstown, Columbus and Athens with the leadership of the best teachers of case-work and child-welfare technique who could be secured. The programs and their required reading covered family case work, illegitimacy problems and treatment, home-finding, child placement and supervision and child-behavior problems. Libraries supplied the required books.

The institutes were not offered as substitutes for professional education but as opportunities for study and review for workers whose technical background was rusty or deficient. Some hundred and fifty workers from seventeen counties, rural and urban, took the courses and paid the fee of $15. Except for the organization supplied by the Welfare Department institutes were self-supporting. Sample programs may be secured from Esther McClain, Institution Inspection Bureau, Department of Public Welfare, Columbus.

Placed Out Men

CLUB women of Cincinnati, both white and colored, have put their energies into dealing with the problem of overcrowding, especially of colored men, in the Hamilton County Home. The county appropriated sufficient money to board out fifty men at $5 a week for six months, but there was danger that unless these boarding homes were carefully selected and supervised the last condition of the men would be worse than the first. To meet this situation a group from the Race Relations Committee of the Woman's City Club, with the cooperation of representative colored women, assumed the responsibility of finding and supervising homes. All homes applying for boarders were inspected and rated A or B according to agreed standards of sanitation, comfort and cleanliness. No homes with children were accepted. The Federation of Colored Women's Clubs took on twenty-five men housing them in the upper floors of its club house with a matron and male supervisor in charge.

Monthly inspections are made by committees of all homes where men are placed. Medical care is provided by county and district doctors, and laundry and tobacco by the County Home. The mistress of each home serves as custodian of the men and is responsible for them. The whole arrangement appears to be entirely successful.

Research as a Prophet

THE processes of research are gradually establishing a substantial basis of method for prediction in criminology especially in relation to parole. At a recent meeting of the Chicago Academy of Criminology the advances in measuring expectancy were presented in symposium form by E. W. Burgess, director of the Behavior Research Fund; John A. Larson, Assistant State Criminologist of Illinois, and Clark Tibbitts of the Committee on Social Trends. Professor Burgess has constructed an expectancy chart of observance of parole based on the study of one thousand cases in the Joliet Prison. His method, which follows sound actuarial practice, may be used in any institution which can prepare tables for one thousand inmates from which to construct its own chart for expectancy rates of violation of parole.

Dr. Larson sees the prediction of parole by the psychiatrist as involving practically all of the vital problems of penal philosophy, prison management and treatment when released and as including all the problems of classification involved in the evaluation of the individual by the psychiatrist. A combination of the recommendations of the psychiatrist with the statistical prediction method of Burgess offers he believes the most accurate basis of judgment.

Dr. Tibbitts reviewed methods of computing factors as they had developed in a study of three thousand youths paroled from the Illinois State Reformatories. The difficulty of securing adequate case histories on which to base the classifications under the several factors is disappearing, he says, with the introduction into the institutions of trained social workers, sociologists and psychiatrists. "It is almost safe to predict that when parole boards are ready to adopt scientific procedure both the data and the technique required will be present."

Two Made One

WITH notable generosity the Russell Sage Foundation has turned over to the United States Children's Bureau its entire project of collecting and distributing statistics on relief which it developed from scratch and which has constituted, especially in the emergency situation, an invaluable service. The transfer will have the effect of concentrating in a government agency all authoritative statistics on relief which can be gathered and will make possible its extension with new and important indices.

In 1930 the Children's Bureau, which had inherited the statistical project originally launched by the Association of Community Chests and Councils, reached an agreement with Ralph G. Hurlin of the Foundation by which duplication of effort in gathering figures was avoided and by which a combination of the two compilations could be effected. The logical next step, which has now been taken, was the merger of the two services into one. The Bureau has assigned adequate clerical staff to the project, has installed tabulating machines, and has guaranteed prompt publication. Anne E. Geddes, Mr. Hurlin's right hand at the Foundation, has been borrowed for six months to get the service going and to train her successor.

Play Therapy

ONLY three years ago blocks were ruled out as deadly weapons in the nursery of the Lincoln State Colony and School, Lincoln, Illinois. The children had no idea how to play. Even to skip was beyond them. Picking up sticks on the dreary regimented walks through the grounds was forbidden. In a paper read before the Association of Illinois State Welfare Institutions Bertha E. Schlotter, supervisor of recreation at the school, told how the

Courtesy American Child Health Assn.

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nursery was changed into a nursery school and of the extraordinary changes that have resulted. Many normal children are in this group, some of them born outside but still too young to be separated from their mothers, others born of mothers pregnant when committed. These children are cared for by the school until the court can place them out. All of them were pitifully retarded.

The change of method from repression to encouragement of spontaneity, the introduction of play materials—the taboo on blocks was promptly lifted—and the gradual training in systematic ways of doing things have combined to work wonders for all the children. Most of them are now able to care for many of their own needs, speech defects have improved, bodily control and development have gained and the children have learned valuable lessons in getting along with each other.

What Price Husbands

THE knell of romance is not sounded for a girl in the sentence that sends her to a correctional institution. In the opinion of the superintendents of some twenty such institutions gathered in New York last month for conference, she still has a 25 to 50 per cent chance to get a husband and a home even before she passes out of the supervision of the institution. Moreover her chances of making good as a home-maker are improved by her stay in the institution. "We teach them how to be efficient house-keepers, how to make a man comfortable and how to take care of children," said Caroline DeFord Penniman of Long Lane Farm, Connecticut. "With this training those who want marriage seem to find little trouble in getting it."

The institutions all reported serious difficulties in finding jobs for girls eligible for parole who must therefore be kept at the institution for lack of a better place to go. The increasing number of mental cases and the rise in the "gang spirit" are other major difficulties.

The conference, which elected Emily F. Morrison of Sleighton Farms as chairman, has undertaken a year's study of the fundamental necessities in training delinquent girls, Martha P. Falconer of New York is chairman of the study committee.

Industry Tests the Disabled

THE story of a carefully controlled experiment in the employment of vocationally handicapped workers, of great importance to anyone concerned with the problem, was told at the tenth annual meeting of the Personnel Research Federation by J. W. Dietz of the Kearney, New Jersey, plant of the Western Electric Company The paper is published in full in the February issue of The Personnel Journal, 29 West 39 Street, New York.

The study, which covered a year, dealt in certain technical aspects with 602 men designated A-VD (A=general health normal, VD=vocational disability) and a control group of the same number rated A. About half the A-VD's had vision defects, and about a third hernias or deformities or losses of members. As nearly as possible every A-VD was put in a job where he could produce as much as an A without danger to himself or others.

The most significant part of the study has to do with 115 A-VD's paired with 115 A's for which detailed comparable data for the year was secured. This showed that the A's had more sickness and accidents than the A-VD's and that the earnings of the two groups were about equal. Supervisors reported the production of the A-VD workers as equal to any in their departments.

Mr. Dietz says that although the placing of A-VD's can never be reduced to automatic levels, his company has developed routines by which the only additional cost is a trained investigator for follow-up work. The experiment is held so successful that the acceptance of A-VD's is now standard practice for the company's medical department.

Research and Reports

STATE, COUNTY AND MUNICIPAL EXPENDITURES FOR DEPENDENCY RELIEF, 1929-31. REPORT NO. 2.
ANALYSIS OF EXISTING PENSION SYSTEMS FOR PUBLIC EMPLOYES IN NEW JERSEY. REPORT NO. 3.

EXHAUSTIVE statistical studies and evaluations prepared by the State of New Jersey Pension Survey Commission as a basis for recommendations to the legislature. Research was directed by Emma A. Winslow. Obtainable from the Commission, 1060 Broad Street, Newark, N. J.

THROUGH THE EMERGENCY, 1931. *Annual Report of the Young Men's Christian Association of the City of New York, 915 Graybar Building.*

AN account of how this organization adjusted its program to meet the emergency, both in service and finances.

CONDUCT HABITS OF BOY SCOUTS, *by Henry P. Fairchild. Published by the Boy Scouts of America, 2 Park Avenue, New York. Price 10 cents.*

A SUMMARY and discussion of 917 case studies of scouts and non-scouts in eleven communities selected at random in various parts of the country. The study has been two years in preparation.

COUNTY COOPERATION IN SOCIAL PLANNING, *by Henrietta Stratton Jaquette. Published by the Bureau of Children, Pennsylvania Department of Welfare, Harrisburg, Pa.*

A PAPER presented at the 1931 meeting of the Pennsylvania State Conference of Social Welfare which offers many suggestions, proved in practice, for the coordination of effort in county-welfare activities.

Wheat Consciousness

THE Red Cross and other agencies in Lorain, Ohio, may plume themselves on their resourceful use of wheat for emergency relief rations, but they have nothing on The Survey. One of its associate editors has for months been reducing the wheat surplus by grinding his own little mess of porridge in his own little mill—and liking it. Lorain has made wheat consumption a community enthusiasm. A newspaper raised funds to buy grain for the relief societies, A. W. Cinninger threw in his garage, and all the neighbors turned in to rig and wire old coffee mills to do the grinding. The mill manned with volunteers grinds three evenings a week. The product, cracked wheat cereal and coarse whole-wheat flour, is sent out to neighborhood distributing centers from which it is drawn on requisition by clients of agencies.

The use of wheat for relief rations follows the demonstration by Prof. Robert E. Brown of Oberlin College of the Three Cent Meal. In Lorain the Salvation Army supplied 2477 wheat meals to homeless men at a cost of $23. One of the settlements teaches the preparation of the wheat dishes to neighborhood mothers and sells the makings for a cent a pound. The City Poor Relief and the Red Cross deduct ten cents a day from food orders and supplement with requisitions on Mr. Cinninger's mill. This reduced January's relief bills by $1460 for the Red Cross alone.

IN Grand Rapids the Junior League in cooperation with the Community Chest has established a central placement bureau for all volunteers to serve all agencies.

PIONEER YOUTH of America has begun the publication of a quarterly bulletin the first issue of which carries the cheery tidings that in 1931 the organization, in addition to a special gift of $6000 for its summer camp, raised $5000 more in general contributions than it did in 1930.

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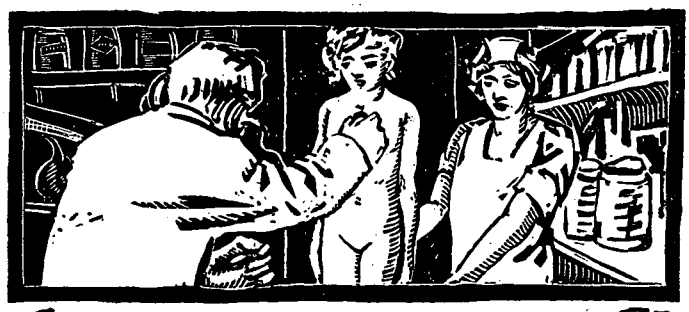

HEALTH

Amos, Oscar and Jake: A Rats' Tale

NOT a new stunt but always an effective one is the health demonstration reported by the Battell School of Mishawaka, Indiana, working with the St. Joseph County Anti-Tuberculosis League. For six weeks the school's eighth-graders were custodians of three white rats of the same family, age, and (to start with) weight. Rat Amos got a diet of cornmeal, salt, water and skimmed milk; Oscar had the same, except that in place of milk he drank coffee with cream and sugar; while instead of milk Jake had sugar and candy, with the rest of his fare the same. Twice a week all were weighed. As readers will suspect, Amos speedily outdistanced his brethren: at the end of four weeks he weighed twice as much as both of them put together. Then for the final two weeks Amos got no milk and ceased growing, while Oscar and Jake, with milk added to their diets, increased steadily though they never caught up with him. A report in the Hoosier Health Herald (Vol. XIII, No. 5: Indiana Tuberculosis Association) declares that the science teacher who directed the experiment felt that it gave the children valuable habits of observation, accuracy aand responsibility as well as health facts in vivid form. Amos, the milk-fed rat, in addition to growing rapidly and steadily, had a calm disposition and a good appetite. Oscar's coffee did not interfere with his appetite, but he was a nervous and irritable creature. Jake, the sugar-eater, wasn't as touchy as Oscar, but he was a poor sleeper, and sweets seemed to interfere with his appetite to such a degree that he just wouldn't eat enough else to grow. The Battell School has all data on record and will furnish them on request.

Workers' Sick-Benefits

WHAT mutual benefit associations are doing for medical care and the prevention of illness as well as toward provision of wages during sickness was the subject of a questionnaire sent by the National Conference on Mutual Benefit Associations to all companies known to have this type of organization, and subsequently tabulated and published by the United States Public Health Service (A Survey of the Work of Employes' Mutual Benefit Associations, by Dean K. Brundage. Reprint No. 1056 from the Public Health Reports. Government Printing Office, 5 cents). Replies from 315 associations show that these organizations are still primarily insurance efforts, since relatively few have made efforts to provide diagnostic service or medical care for their members, and still fewer engage in educational and preventive work. The criticism most frequently expressed in the replies was the inadequacy of the cash benefits paid to members during illness: one fourth pay less than $1 a day and one half from $1-$2, with $9 to $11 a week as the most popular rates. Virtually no effort has been made to adjust payments to the cost of the illness involved: a surgical operation, for example, gives no more payment to the member than a case of whooping-cough that requires an equal amount of absence from work. About as many associations are purely employes' societies as are cooperative organizations of employer and employe. The report concludes that the industrial sickness relief association "has survived the vicissitudes of a considerable number of years; it may be said, at least, to have passed its probationary period."

New Outposts of Social Hygiene

FOLLOWING a three-months demonstration of a community program in social hygiene conducted by Dr. Valeria Parker of the American Social Hygiene Association, New Orleans has organized its own Social Hygiene Association with Mrs. John K. Pratt as executive secretary and offices at 311 Aububon Building. The demonstration was conducted in accordance with recommendations of a social-hygiene survey made last spring which included a social-hygiene institute with an attendance of 230 for the training of teachers, parents and leaders, and a five-day institute for Negroes.

The Kansas City Social Hygiene Society reports a new activity in a Committee on Human Relations, established "after eight years observation of a confidential consulting service through which hundreds of individuals in Kansas City have been helped in solving the many-sided problems arising in marital and social relationships," and in response to requests for information from lawyers, ministers, business men and women, teachers and young people.

Preventing Mental Ill-Health

FOR each 200,000 of population, the National Committee for Mental Hygiene reports, a city should have at least one child-guidance clinic with the full-time services of a psychiatrist, psychologist, and two psychiatric social workers. A recent inventory shows that as a group American cities of 150,000 and larger now have about 46 per cent of this amount of service. Worcester, Mass., heads the list with 168 per cent; next come Hartford, Conn.; Grand Rapids, Providence, Richmond, Va.; Flint, Mich.; Newark, N. J.; Boston, and Washington, D. C., all with more than 100 per cent. Last year child-guidance and mental-hygiene clinics treated some 50,000 children and 36,000 adults (half as many adults as were admitted as patients to mental hospitals), a hopeful measure of public recognition of the need and value of preventing mental ill-health, "undoubtedly the country's greatest public-health problem." We have 674 such clinics in 34 states, almost all established in the past ten years, but there is great need for further development, especially in smaller places and rural communities. The Commonwealth Fund, 41 East 57 St., New York City, is publishing a directory of mental clinics.

Dr. George S. Stevenson, director of the National Committee's Division of Community Clinics, points out that "The first line of defense has been and always will be the school, the family doctor, the church, the court, the social and health agencies and the parents themselves, who must continue to bear the brunt of responsibility by cultivating their own mental hygiene and enlarging their capacities for doing mental-hygiene work on their own account." Child-guidance clinics are "to help them help themselves," for consultation on difficult cases, educational and training centers, and leadership in community team-work.

The First Fifty Years

THIS year is the semi-centennial anniversary of Koch's announcement of the discovery of the tubercle bacillus, the discovery which opened the way for the organized campaign

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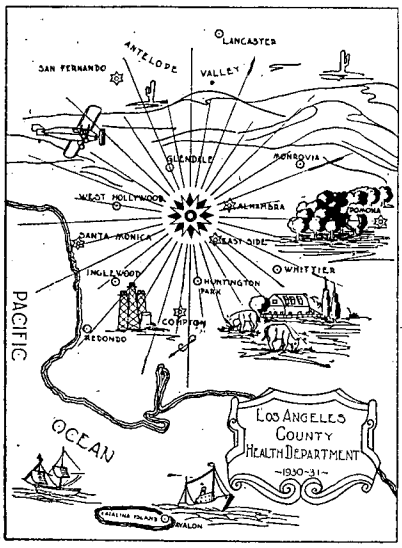
against tuberculosis. The campaign in New York City and probably in the United States may be said to date from a report submitted to the Department of Health in 1889 by a committee headed by the late Dr. Herman Biggs, recommending that tuberculosis be declared a communicable disease and made subject to control by the sanitary authorities. That step was not taken until 1894, though the Department believes that a popular leaflet on the prevention of tuberculosis published in 1889 was the opening gun in the educational battle. Since 1898, when comparable statistics came into being, the death-rate from tuberculosis in New York City has dropped from 236 per 100,000 of population to 62 in 1931. An important new step in the city has just been announced by the Queensboro Tuberculosis and Health Association, which has started a three-year survey of school children to detect early cases. By using paper instead of film or glass for X-ray photographs, it will be possible to X-ray 22,000 school children each year of the three, drawn from grades 1-A, 5-A, and 9-A, with the co-operation of the Board of Education and Department of Health.

County Health in New York State

AFTER long and careful study, with meetings in a series of cities, a joint committee representing the Committees on Public Health and Public Relations of the New York State Medical Society has reported favorably on the recommendation of mandatory county health departments submitted a year ago by Governor Roosevelt's Special Health Commission. "In view of the advantages offered in favor of a county health department," the report declares, "we believe that the county is the proper governmental area on which to base public-health work and that the existing village and township plan is too disconnected and lacks the unity essential for proper administration. Since much legislation is mandatory, we see no reason why a measure which has to do with such a vital problem as public health should not have the force given to it by a mandate." Present financial conditions, however, may make it "temporarily injudicious" to encourage new legislation adding to tax burdens. The committee believes that at least three physicians should be members of a county board of health, preferably appointed from a panel submitted by the county medical society; and urges an advisory board of from three to five physicians, appointed by the society, to confer with the county health commissioner as he may desire.

An Effective Home-Made Report

THE Los Angeles County Health Department makes its annual bow this year in a fat report made by a combination of mimeograph, ditto, and photostat work and entirely the product, including drawings, of the departments' employes. Dr. J. L. Pomeroy, health officer, writes that it cost 87 cents a copy whereas printing alone would have been $1.50 a copy. Though a bit bulky (since the mimeograph is done on only one side of the paper) it is clear and attractive.



During the year the department has made a series of cost studies of various services and clinics which, with the institution of a business manager and more detailed bookkeeping and statistical set-ups, have made possible many economies. In dairy control, for example, it has been found possible to save 33⅓ per cent of the amount formerly paid. As a result the past fiscal year showed a decrease from $1.66 to $1.62 per capita of population in the cost of running the work (aside from appropriations for equipment and structural change) in spite of the fact that treatment clinics increased 55 per cent; emergency hospitalization, 82 per cent; visits in child hygiene, 30 per cent; medical social work, 33 per cent; dental work, 18 per cent; laboratory work, 13 per cent, and so on through all activities. Among other studies was one of clients at a baby-welfare conference which was declared by local doctors to be taking their business. More than two thirds had never consulted a child specialist before coming to the clinic; about half had a family physician and said they would call him if a child were actually sick; only 15 per cent said they could take their baby to a private practitioner if the clinic were discontinued.

Progress of Public Health

When I was five and had a cold,
By great and small I was condoled,
And all the teachers cuddled me
With tender sympathy.

But now that I am almost eight,
The sight of me with colds they hate.
"Go right back home," they simply shriek,
And stay away a week."

—L. H. ROBINSON in The New York Times

THROUGH typographical error, last month's Health Department mis-stated the price of the pamphlet, Good Nutrition at Minimum Cost, sponsored by five New York health and social agencies. It may be obtained from the A.I.C.P., 105 East 22 Street, New York, for 25 cents the single copy; 20 cents the copy for 25 or more; 15 cents the copy for 100 or more.

AFTER six months of trial Lenox Hill Hospital in New York City reports that it can give a patient all the essentials of "private-room" care, including nursing, at a charge of $5 a day and have the service 80 per cent self-supporting. Staff physicians have also made a voluntary reduction of professional fees in harmony with the aim of this "middle-class" plan.

FROM the Cleveland Child Health Association (621 Federal Reserve Bank Building) comes an unusually attractive illustrated pamphlet with drawings and readable text, Preparing Teeth for School: price 5 cents.

DR. ADELE JAFFA has revised the Jaffa Food Budget with California prices as of November 1931, showing that essential food for two adults in that part of the country would cost from $17.29 to $19.01 per month. For a family of five—two adults and children 11, 9 and 7 years—from $35.90 to $39.49 a month. Mimeographed copies from the California State Department of Health.

NEW YORK'S soot particles are bigger than London's, but London has a ton of solid matter in the air per cubic mile as compared to a third of a ton in New York, according to recent measurements reported by the New York Academy of Medicine. The tests are thought to have shown both cities on better-than-average days!

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INDUSTRY

A Railroad Plan

NATIONAL economic planning in terms of one vast and basic industry is urged upon the railroads as the logical "next step" following the recent wage conferences, by various social-economic groups, notably the Department of Social Action of the National Catholic Welfare Conference. As the result of the Chicago meetings between representatives of the brotherhoods and of the railroad managements, railroad labor accepted a 10 per cent wage cut for one year (see The Survey, December 15, 1931, page 293). The department points out that this gives railroad labor "a year of grace to prepare for another meeting with railroad executives one year hence at which the whole question of wages will arise again, whether to wipe out the wage cut, accept it permanently or even cut wages still further." In its statement, the department suggests that the unions work out the main lines of their policy, looking to the good of the industry and the common good as well as their own advantage. There should then be held a conference with railroad management in which representatives of the legislative and evecutive branches of the government would take part "to work out jointly a policy that will suit the industry." The statement admits that the problem is "huge and changeable," but for this reason the group urges a "railroad congress," to meet frequently and regularly, to represent all the elements involved in the railroad problem of the country, and "to handle the industry as a guild." This would mean organization of the whole industry, not its separate trades and interests. In effect the proposal is one that recognizes the need for economic planning, and that outlines a method for applying it to a troubled industrial area, beginning "at the place where we are now."

One Day in Seven

A BILL which would make mandatory one day of rest in seven for workers in factories, mercantile establishments, transportation- and public-service companies, hotels, restaurants and elevators has been introduced in the state legislature of New Jersey as a socially desirable measure and as another attack on unemployment. The bill, introduced by Senator Arthur A. Quinn, permits Sunday work but guarantees another day of rest and recreation to those employed on Sunday. Similar laws have been in operation in New York, Massachusetts and Wisconsin for some years as public-health measures. The American Association for Labor Legislation, which is backing the New Jersey measure, reports, on the basis of recent investigation, that the one-day-of-rest-in-seven law in these three states is working smoothly "without hardship to the employer." Senator Quinn, who is president of the New Jersey State Federation of Labor, declares that organized labor in the state has been on record in favor of such legislation since 1915 when the case of the Klinck Packing Company in New York established its constitutionality. His bill would set up a board of appeals, consisting of the commissioner of labor and two deputy commissioners empowered to grant variations in cases of practical difficulty or unnecessary hardship, provided the spirit of the act be observed

Regulating Housework

DOMESTIC service, one of the least standardized fields of employment, is being studied by the Women's Bureau of the U. S. Department of Labor. An effort is already under way by various agencies to formulate standards regulating household employment, and the aim of the present inquiry is to collect and analyze going undertakings along these lines. Among the groups outstanding in this respect are colleges and schools, Mary Anderson, director of the bureau, points out, in a preliminary statement. Many students finance their education by employment in homes in school and college communities, and school authorities who place girls in such positions have in some instances developed definite standards in regard to duties, hours of work, wages, time off duty, personal and social obligations and living conditions if the employes "live in." Questionnaires covering these points have been sent to deans of women in state colleges and universities, to a selected list of public secondary and training schools and to certain employment agencies. Miss Anderson asks the cooperation of other individuals and groups qualified and willing to contribute pertinent information to the study.

Reorganization in Action

FURTHER evidence of the lack of effectiveness in the recent "reorganization" of the U. S. Employment Service is supplied by the announcement from Washington of the opening in Rochester, N. Y., of a new branch, (see The Survey, November 15, 1931, page 206). Rochester already has the largest and best equipped public employment office in the state, as Francis Perkins, New York state industrial commissioner, pointed out in a telegram of protest to John R. Alpine, supervising director of the federal service, following his announcement of the new branch. The present Rochester office, conducted by the state in cooperation with the Public Employment Center of Rochester, is largely supported by private funds as a demonstration center. Miss Perkins urged that, if federal money is to be spent on employment work in New York, a new office be opened in some district now without such service —such as Watertown, Jamestown, Glens Falls or Utica— or else that the new force be added to some existing state employment office in which additional help is needed, such as Syracuse, Albany, Brooklyn or Long Island. At this writing, Miss Perkins has had no reply to her message. In a statement given out by the State Department of Labor, Miss Perkins pointed out that this was not the first instance of duplication of employment service in New York by the federal service.

In Elmira, a small town in which the state is now conducting an employment office which meets the needs of the town, the United States, some months ago, without consulting officials of the New York State Employment Service, opened a new office. Now, according to the newspapers, they are contemplating opening a competing office in Buffalo. . . . The New York State Employment Service is always ready to cooperate, but how can we cooperate when we don't know what is going on?

Wanderers

DANGER to the country as a whole through debased living standards of a large group of unskilled workers, and danger to standards of hours, wages and working conditions of skilled and unskilled industrial workers are emphasized in the study of migrant agricultural workers recently published by the University of Texas (The Labor of Women in the Production of Cotton, by Ruth Allen. Bureau of Research in the

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Social Sciences Study No. 3). The 278-page report, illustrated with case stories of actual families, is based on first-hand study of white, Negro and Mexican workers in Texas cotton fields (see The Survey, June 15, 1929, page 361). The economic factors largely responsible for this army of homeless workers, the resulting child labor, bad (sometimes shocking) living conditions, low wages, public-health hazards are covered in detail. In her concluding chapter, the author points out the peril in the situation

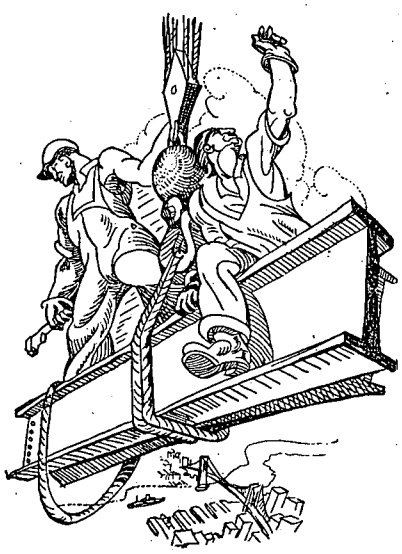
because of the greatly desired and long-awaited industrialization of the state. Nowhere else in the country probably is so helpless a group of workers available with so few demands as to the size of their commodity incomes.

Straws in the Wind

CHANGING viewpoints of industrial leaders on social-economic questions are shown in Circular No. 26 of the Engineering Experiment Station, Ohio State University, summarizing ninety-seven replies to a questionnaire on "basic social and industrial problems." The questions ranged over the need for better planning and coordination of productive processes, unemployment insurance, old-age pensions, the possibility of securing "a living wage" for all citizens "through rational organization of production and distribution," hours of work, and so on. The replies are decidedly on the liberal side. Thus sixty-five gave an unqualified "yes" to the proposition that "an organized attempt should be made so to systematize industry that the needs of the people will be supplied at all times." Forty-four declared for an eight-hour day and a five-day week. Sixty-seven (twelve with reservations) hold that labor unions "have a function to perform in the stabilization . . . of industry as a whole." Eighty-one urged "more cultural training and a wider social outlook for industrial executives." Non-technical subjects put forward as desirable for engineering training were: economics, English, history, psychology, social science.

Builders Who Grow Old

OLD-AGE pensions for employes in the building trades should be a joint responsibility of the industry, the workers and the state, under a state compulsory contributory plan, according to the report on a thorough-going study just published by the New York Building Congress (101 Park Avenue, New York City). The committee responsible for the study, of which Thomas S. Holden, vice-president in charge of statistics and research, F. W. Dodge Corporation, has served as chairman, does not recommend a private building industry plan because surveys of the "flow of employes into and out of the building trades in the city indicate that only a small minority would remain in the industry, locally or elsewhere, long enough to qualify for a pension." It holds that "a sound system of old-age pensions for the building industry is socially desirable and that the need for such a system or systems is likely to increase with the growing proportions of older people in our population." In view of the "probable inadequacy of private plans," the committee looks forward to a broadening of the present New York State Old Age Assistance Act, and proposes that the minimum age of eligibility be reduced at once from 70 to 65 years The report summarizes a number of private plans now in existence and the actuarial figures on which its conclusions are in part based.



From Early Noon by Carl Sandburg. Harcourt Brace

Wages and Dividends

THE story of how wage-cuts pay dividends in a Georgia textile company, told in the current issue of The Federationist, is a striking example of the type of research the American labor movement increasingly undertakes as a factual basis for its demands for changes in hours, wages or working conditions. The Bibb Manufacturing Company, this study shows, has cut wages during the past year from 16 to 60 per cent in its nine mills. The company, organized in 1876 with $25,000 capitalization, has obtained since that time "no new money through the sale of common stock. The present capitalization of $20,000,000 was created out of earnings." The company, the largest producer of cotton goods in the world, has a normal production of 700,000 pounds a week. From 1915 through the third quarter of 1931, the company has paid 6 to 12 per cent cash dividends. In addition, $1,500,000 preferred stock (8 per cent) issued in 1921, the year of lowest earnings, was retired out of surplus in 1926; $5,000,000 preferred stock issued as a stock dividend in 1925 was retired in 1930 out of accumulated surplus; and during the 1915-31 period stock dividends, in addition to cash dividends, amounted to 370 per cent.

The writer in The Federationist compares this liberal policy toward stockholders with the company policy toward wage-earners, with actual pay envelopes and with cost-of-living summaries for the towns in which the mills are located. For a 55-hour week, on the prevailing piece-work basis, twister girls who earned 34 cents for a box of 324 bobbins had a 21 per cent rate cut. Operators running intermediate frames have had a 50 per cent cut, and three out of five operators in the department have been laid off (these figures are for the Columbus mill). Spinners, prior to the 1931 cuts, earned $12 to $16 a week, running eight sides. They now earn $8 to $11 a week, running sixteen sides. In 1930, weavers running cord looms earned an average of $18 a week operating two looms per weaver. In December 1931 the same weavers operated four cord looms each and averaged $13 a week. The writer concludes: "The Bibb Manufacturing Company . . . has maintained its dividends by subtracting them from the paltry and inadequate wages of its mill workers."

THE Norris bill (S. 935), which would restrain federal courts from issuing injunctions against strikers during labor disputes, was reported favorably by the Senate Judiciary Committee last month after two years delay.

STORIES of children in agriculture and industry, written "not to rouse the child's pity but rather his fair-mindedness," have been gathered in a 55-page pamphlet, published by the Department of Education and Promotion, Women's Section, of the Board of the M. E. Church, South, 706 Church Street, Nashville, Tennessee, at 10 cents a copy. For adults, as well as the young people for whom they were prepared, the stories offer poignant pictures of what it means to be "a workin' kid."

COMPULSORY Unemployment Insurance, a debate handbook compiled by E. R. Rankin, is published by the University of North Carolina Press, with bibliographies for both affirmative and negative and selected excerpts from current periodical discussion. Here The Survey discovers itself in two places at the same time—quoted as a weighty authority for both sides at once!

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EDUCATION

Opportunity

THE young mechanic, invited to dinner with "the boss" and quaking before the unknown mysteries of dinner coat and unfamiliar forks and spoons, the girl who is "going to lose my job in the tailor shop because I can't tailor buttons," the middle-aged bookkeeper who has to learn to use "office machines"—these are typical of the students (nine thousand a year) who throng Denver's tax-supported Opportunity School. Social and educational values of this sixteen-year-old adult education project are appraised in a study recently made for the American Association for Adult Education under a Carnegie grant. (What Is This Opportunity School? by Fletcher Harper Swift and John W. Studebaker, published by the Association, 60 East 42 Street, New York. Price 50 cents.) The school occupies an old building in the heart of the business section and its head, Emily Griffith, a former grade-school teacher who organized it, sits at a desk in the hall to greet and confer with new students. The attention to the individual, the flexible program adaptable to the needs or the sudden emergencies of the students, and the friendly spirit of the whole project are prime factors, this report makes clear, in its community and its individual success. Starting with 2398 pupils in the first year (Miss Griffith expected "a few hundred") the school for eight years has had an average enrolment of nine thousand and a daily attendance last year of nearly four thousand. Seventy-three per cent of the students are taking trade or vocational courses, but classes in general or academic subjects, classes for illiterates and classes in citizenship are also offered. One of the objects of the experiment and one of its chief values, the report points out, is in its attack on unemployment, through "upgrading those regularly employed; sustaining the morale of those temporarily unemployed" and giving new skills to those whose training has become obsolete.

The War Department as Teacher

EDUCATORS from practically every state joined in a petition recently presented to the Military Appropriations Committee of the House, urging that the War Department withdraw from the field of education and limit its training activities to military work. The 327 college presidents, deans, professors of education and other schoolmen who signed the petition charge that the R. O. T. C. and the Citizens' Military Training Camps are now being conducted and promoted as general education, in violation of the National Defense Act and of "the traditional American policy of leaving education to the state and local authorities." The act under which the R. O. T. C. and the C. M. T. C. have been established, the petition states,

> does not authorize the War Department to conduct character education nor education for citizenship, nor physical education, but solely military education for a clearly defined purpose. Without passing upon the merits of any particular theory of national defense or "citizenship" we want to reiterate the importance of keeping the schools free of such definite propaganda and partisan influences.

The petition quotes from War Department manuals in illustrating the practices it deplores and showing that War Department courses are used to teach particular views on economics, peace, history, government and education. It further states that "the War Department has no adequate educational facilities or personnel for the conduct of general education," and urges that the committee "carefully scrutinize War Department expenditures with a view to restricting military activities to the intent of the National Defense Act."

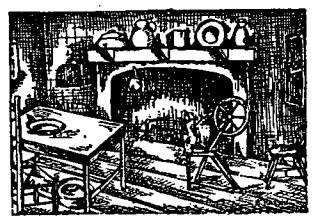
Tulare's School

DESPITE unemployment and depression, the adult week-end school at the Union High School of Tulare, California, was held again this year, with four sessions in January and two in February. One of the most vital adult education experiments in this country (see The Survey, June 1, 1930, page 231), the school this year followed the plan of other years in having a lecture on some subject of general interest at 5:30 Saturday afternoon, a community supper in the high-school cafeteria at 6:45, a fifteen-minute "entertainment period" in the auditorium, special interest groups from 8 to 9:30, followed by a social hour. Among the lecture subjects this year were: Unemployment—Its Causes and Cures; Reading the War Barometer of Europe; Relation of the Gold Standard to the Total Economic Situation; The Future of the High School Graduate in the San Joaquin Valley; Whither Soviet Russia? The four interest groups, which carried their individual programs through the six sessions of the school, had as their general themes: national problems, San Joaquin Valley history, travel literature, developments in popular science.

Guidance by Radio

VOCATIONAL guidance on the air as well as in school and home is offered this winter as part of the endeavor to "do something" about the two million boys and girls scheduled to graduate in June into a world already struggling with an unprecedented problem of unemployment. The program of eight vocational guidance programs is designed to help both the new job candidates and the general unemployed to find or to prepare for work suited to their tastes and abilities. It was arranged by the National Advisory Council on Radio in Education in cooperation with the National Vocational Guidance Association, and is being broadcast by the Columbia Broadcasting System. Leading experts on vocational guidance offer fifteen-minute discussions of such subjects as: vocational guidance—what it is; vocational guidance—what it isn't; studying the occupation; education and training for the job; and so on. Four fifteen-minute dramatizations are also included in the program to illustrate in human terms the points made. A "listener's handbook" has been prepared to accompany the broadcasts, containing an essay on modern vocational guidance, a summary of the lectures and suggested reading lists. The handbook, published by the Council, may be obtained through the University of Chicago Press.

Washington in New York



MORE general in interest than the usual school project is The New Yorker's Bicentennial Guide, prepared and published by students of the civics and art departments of Washington Irving High School,

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New York City. The little book in its gay paper covers grew out of sightseeing trips the girls took to local points of interest associated with Washington (George—not D. C.). The result is not only a picturesque guide book, but a mine of interesting and colorful information, simply and charmingly written and with dozens of pictures in the woodcut style of the drawing of the basement kitchen in the Van Cortlandt House on page 688 and of the new George Washington Bridge opposite. The booklet, the preparation of which served as "school work" in English, geography, history, spelling and, The Guide Book Committee reports, "patience and accuracy as well," should be helpful and interesting for schools and for study groups in all sections of the country which are including the Washington bicentennial material in their year's work.

For Indian Girls

HOW the new education program of the Bureau of Indian Affairs is providing for Indian girls more home economics than is given white public-school pupils is told in a recent memorandum issued by the Department of the Interior (see The Survey, June 1, 1931, page 253). Fifty-nine government Indian schools now carry on home-economics courses, with classes for all girls between the fifth and twelfth grades. In twelve senior non-reservation highschools, intensive courses in home economic are offered to prepare the girls for remunerative work after graduation. At many of the schools, attractive home-economics cottages have been set up on the school grounds to make the courses more realistic. The cottages are used as school social centers as well as home economic laboratories, and the girls have experience in entertaining groups of various sizes as well as in preparing and serving food.

Uniforms are no longer worn by the Indian school girls, and the pupils, who are almost without exception "good at sewing," are encouraged to design and make their own dresses. Each student is responsible for keeping her own wardrobe in order, and a "mending and pressing hour" is part of the week's program.

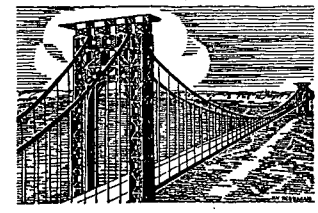
Home economics teachers in the Indian Service must be college trained and salaries are sufficiently high to attract well prepared instructors. Through the home-economics courses, the Bureau hopes to equip the girls for wage-earning positions and for modern home-making, and gradually to raise the standards of sanitation and comfort in reservation life. The recent memorandum concludes:

> All that the Bureau of Indian Affairs hopes to do for these Indian children through the home-economics courses cannot be accomplished this year or next. Year by year, as the teachings of the schools are brought closer to the Indian homes and gradually made a part of them by these children, real progress is being made.

Bordentown Records

SURVEYING the records of its graduates between 1918 and 1930, the Bordentown (N. J.) Manual Training School for Colored Youth brings to light interesting data on the use of school training in the wage-earning life of young adults, and also on the ability of Negro young people receiving the type of training to enter the so-called "cultural occupations." The inquiry covered 355 men and women who had received diplomas or certificates during the twelve years covered, and showed "a wider occupational distribution than that of the average highschool group." Seventy-five per cent of the Bordentown graduates are engaged in seventeen skilled occupations and 61 per cent are using training received in school. Among the men graduates, auto-mechanics and drivers are most numerous (75) but 36 are in professional and business occupations including teaching, 20 are musicians and 14 civil-service employes. Among the women, 58 are housewives, 35 in garment trades (not further classified), 24 are paid housekeepers, 24 are engaged in teaching, 8 hold clerical positions, 6 are nurses, 3 are social workers and 3 musicians. Twenty-two of the men and 12 of the women are listed as "unreported or unskilled."

The Nice Conference



RECOGNIZING the problem of education in a world of changing values and institutions, the theme of the sixth world conference of the New Education Fellowship will be Education and Changing Society. The conference will be held in Nice, France, July 29 to August 12. Professor Paul Langevin of the College de France is president of the conference, and the vice-presidents are Dr. C. H. Becker, formerly minister of education for Prussia, and Sir Percy Nunn of the University of London. Representatives from China, Japan and from Russia are expected at the gathering, and leading educators from all countries will take part in the program. An American delegation is being organized by the Progressive Education Association and the American Committee on International Education. The program will be of interest not only to teachers but to parents, social workers and those concerned with problems of international understanding. Several pre-convention tours are being arranged for special groups. Further information may be obtained from Frances Fenton Park, secretary of the American Committee, 25 West 123 Street, New York.

School Around the Year

ENDEAVORING to find the pluses and minuses of an actual attempt to put into practice the theory of the Year-Round School, often urged as a desirable development in city public-school systems, the George Peabody College for Teachers has made a study of the Nashville, Tennessee, experiment (The All-year School of Nashville, Tennessee. Field Studies No. 3. Price 25 cents). In Nashville, the year is divided into four three-month terms, attendance at only three of which is compulsory. The study challenges the assumption underlying the all-year school theory, that children in large numbers can do as good school work during four quarters as during three. The study showed that elementary school pupils attending summer session in Nashville do not do as good work as those who attend only the usual three terms. Nor do the summer-session pupils "profit proportionately in grade placement and hence proportionately shorten their time in school." It was found, too, that "the more children are retarded the less they profit by summer attendance," and that "bright children through summer-school attendance can advance so far beyond their grade for their age that their work in regular quarters is unfavorably affected." Among the disadvantages under which the Nashville experiment has labored are: inadequate and ill-equipped school playgrounds, lack of school libraries, teachers who go through the year without vacation instead of overlapping shifts of teachers, lack of music, art, manual-training and home-economics facilities, and "besides, the establishment of the summer quarter was inextricably mixed up with at least a pretense of increasing the salaries of teachers." The report suggests that instead of the present plan, the regular school year should be lengthened, and every effort exerted "to develop a summer school more nearly adapted to the summer needs of all city children." This would include "an abundance of opportunity for play, games and competitive sports, and for free, spontaneous, self-initiated and largely self-directed social, artistic and intellectual experiences and living."

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Unemployment

Out of Experience

TWO states that tackled unemployment relief out of the state pocketbook tell of their experience in reports prepared for legislative consumption by (1) The Emergency Relief Administration of the State of New Jersey, chairman, Chester I. Barnard, 540 Broad Street, Newark, New Jersey, and (2) The New York State Temporary Relief Administration, chairman, Jesse Isidor Straus, 134 East 28 Street, New York. Copies free from the respective chairmen.

Out of his three-months experience (October 13, 1931 to January 1, 1932) Mr. Barnard urges that municipal credit should not be used to finance emergency relief and that the state should assume responsibility. Failing its ability to do this Mr. Barnard proposes state aid for dependency relief, at least its unemployment over-load, on a 75-25 basis, with all costs of administration borne by the municipalities and with no state contributions to municipal work relief. A plan is outlined for an organization to continue more or less permanently after June 1 when the present one expires.

The New York report outlines the administrative set-up (see The Lever of State Relief, The Survey, January 15, 1932, page 407), lists a wide variety of work-relief projects for state and local improvements and proposes certain amendments to the law designed to make it more flexible in its application to communities with widely varying conditions.

Using Leisure

RECOMMENDATIONS for a community program of adult education for the unemployed have been put forward by the Civic Committee for Adult Literacy (112 East 96 Street, New York) based on an intensive study of experiment work along this line being done at the Boys' Continuation School, Brooklyn. The school has a twofold program: training in new or allied lines for skilled or semi-skilled workers whose own trades have been doomed by new invention; chance for unemployed workers to improve their skill or to acquire new skills during their enforced leisure. The school offers instruction in eighty trades, of which automobile mechanics and typewriting are most popular. Some six hundred persons have been enroled in these classes this school year of whom about two hundred have been placed in new jobs. The committee's recommendations include: That no relief be granted a person unless he is willing to register at a public employment office and take training if necessary; that the training school maintain an adult-placement bureau; that there be increased facilities for adult training, and that adult education work in the community be centralized to permit of "more homogeneous grouping."

Wisconsin Chips In

WISCONSIN is hard at work these days getting its state unemployment relief funds into action. After much maneuvering over details the legislature passed a bill appropriating a fund of $8,000,000 to be raised by doubling individual and state corporation income taxes and by a chain-store license tax. Control of the fund rests with the State Industrial Commission. About $3,000,000 is allotted to local poor relief units at the rate of $1 per inhabitant, 1931 census. Another $2,000,000 will match 25 per cent of 1931 local poor-relief expenditures. Half a million is earmarked for work relief forestry projects and a quarter of a million is held as a discretionary fund to help hard-hit communities.

Wisconsin social workers express keen regret that the minimum standards of administration specified in the original bill are not in the final act, they are apprehensive too that the population basis of distribution will work for an uneven application in relation to need. Townships without a single person in need will receive their $1 per capita willy-nilly, with no possibility of transferring the funds to places with a large incidence of unemployment.

Private social agencies whose work gets no recognition by the state fund are concerned lest the general public assume that this fund is sufficient to meet all needs and are struggling to make it clear that the state program is not a substitute for going efforts but an addition to them to meet abnormal needs.

To Pay or Not to Pay

NO single element in the relief situation is occasioning social agencies so much perplexity as the matter of rents and in no detail is practice so varied. In New York private agencies and those subsidized by state funds are including rents in relief budgets. Philadelphia pays no rents in unemployment cases. Chicago paid rents for a time, then stopped when funds ran low. Some cities pay a month's rent to reestablish a dispossessed family, then, when another landlord's patience is exhausted and eviction occurs, start fresh with another month's rent.

The Family Welfare Association of America in a special study of the rent question concludes that almost anything is better than the policy of evasion practiced by many agencies. In several cities, notably Louisville, Richmond and Seattle, special committees of board and staff discuss the whole question with the organized real-estate interests, thereby minimizing criticism and gaining cooperation. Apparently the most promising practice emerging from the confusion is an arrangement with the landlord by which the agency assumes responsibility for taxes and water bills and the tenant for making minor repairs. The Pittsburgh Housing Association urges this procedure with, when practicable, the tenant making extended improvements with the labor credited to the rent.

When Jobs Are Gone for Good

WHILE they feed thousands of children and distribute tons of clothing in the families of jobless soft-coal miners, the American Friends Service Committee (1515 Cherry St., Philadelphia) faces the fact that for a vast number of these idle workers of an over-expanded industry, "normal occupation" is gone for good. Many of the mines will not reopen, even when the depression lifts, and many more will have smaller forces, partly because of mechanization and partly because they will cut their former rate of output. The Quakers are therefore undertaking analytical unemployment studies in typical camps in different parts of the soft-coal area to find out the background, vocational aptitudes, education and training of the miners which might help them in securing other sorts of work. Experiments with adult vocational training, industrial placement, farm placement, market and home gardening, recreation and camp rehabilitation are under way. All the work the Quakers have so far done has convinced them of the need of "an adequate reorganization and intelligent planning of this industry," and a discussion outline of bituminous problems is being prepared, as a means toward "informed public opinion and aroused public conscience" to this end. Meanwhile the committee underscores the immediate need

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for relief, stating that present funds and clothing supplies are inadequate for "the heavy strain of the mid-winter crisis," the peak of which will probably come this month.

A Three-Cornered Pocketbook

FROM Reading, Berks County, Pa., come the cheerful tidings that "the relief situation is in hand." City, county and private funds have been pooled in a central treasury administered by a specially organized Unemployment Relief Board on which all three interests are represented. The Board has a budget of $400,000, half from the county directors of the poor, a quarter from the city bond issue and a quarter from private funds. District offices throughout the city and county are headquarters for both work and home relief. Public work relief projects in the country districts are approved on three conditions: sums allotted by the Board for wages must be matched by local tax funds; only heads of families receiving relief may be employed; the number of families receiving relief in the district must be large enough to warrant the proposed expenditure for work relief.

The shortage of personnel has been met by two training courses for hand-picked groups of people of background and experience adequate for paid or volunteer service. Staff members of Welfare Federation agencies gave the first one, and Kenneth L. M. Pray of the Pennsylvania School of Social and Health Work the second.

Nutrition in Hard Times

WHAT is happening to families who have been living for months or even for a year or more on the relief given by the Detroit Department of Public Welfare? In January the Department of Health started a study to find out. Approximately four hundred children (twenty-five from each of sixteen districts) and two hundred adults have been selected for observation through six months or more. Special clinics are held for them on Saturday mornings in the regular child-welfare centers. All children up to seventeen are fully examined and asked to return once a month for a re-check. Those with a positive reaction to the tuberculin test are referred to the tuberculosis division for x-ray and follow-up. A typical January clinic showed that of 144 persons examined (94 children, 50 adults) 68 per cent were in good nutritional condition, 25 per cent fair, 7 per cent poor. All had been on public relief budgets from 6 to 18 months. Study of food habits by a nutritionist shows that while most of the family diets are adequate in calories, they are decidedly deficient in the protective foods such as butter, milk, fresh green vegetables, fruits and whole grain products. Starchy foods are popular because they are cheap and filling. Some families make their allowances last by having only two meals a day. Social and health agencies in Detroit are using outdoor signs, street-car cards, newspaper releases, radio talks and a special leaflet, Feeding a Family of Five on $6.80 a Week, in a cooperative campaign on how best to spend limited food money.

Depression and Health in Illinois

THREE findings stand out clearly in a study made by the Illinois State Department of Health of the effects of the economic depression:

Health has not been unfavorably affected to an observable degree.

Physical defects, especially in children, are more generally neglected.

Relief agencies have been and still are placing great emphasis on the preservation of health.

The study was based on evidence sent in in January by health officers and nurses of the Department throughout the state. The majority felt that sickness and deathrates in their communities, school attendance and school examinations show that as yet there had not been clearly adverse effects of depression, but that its continuance might well bring serious results. One mining and agricultural district reports that patients came to the hospitals later and in a more serious condition and left earlier, throwing a heavy burden on nursing care because of the large proportion of seriously ill people in the wards at any one time. In another similar district the district health superintendent felt that increased attention by welfare groups had offset the loss of family incomes. A third reported a marked increase in malnutrition among school children and babies in poor rural homes (the drought was severe in this district) and in the homes of unemployed miners. There was a general feeling that both relief agencies and the public appreciated the importance of health and had worked effectively to maintain it when sacrifices were necessary in other fields.

Another Crowded Field

LIBRARIANSHIP has long been one of the "uncrowded fields" to which vocational counsellors have felt safe in directing qualified girls who would otherwise train for teaching or secretarial positions—already at a premium. But the backwaters of the depression have reached this haven, also, according to the warning issued in the resolution lately adopted by the Board of Education for Librarianship. Noting that there is a "serious amount of unemployment among experienced librarians," and that "numbers of recent graduates of library schools are without positions," the board recommends that library schools reduce their classes, that the opening of new library schools or of summer training classes be curtailed, that professional requirements for library positions be raised, and that thorough preparation be urged upon young people planning to go into library work.

White-Collar Insurance

FINANCED by joint contributions from employer and employes, an unemployment-insurance program has been set up by the Forum Publishing Company, publishers of The Forum and Century magazines. The plan establishes a "savings reserve fund" in which employes will deposit 2 per cent of their salaries, to be matched dollar for dollar by the company. This will build up, over a five-year period, a reserve to the credit of each employe equal to six-months' normal salary, and is to be used as backlog for an unemployment period.

An emergency provision has been added to the program, under which any employe with more than a year's service, will receive 25 per cent of his regular salary for six months, should he be laid off after December 31, 1931. It is stipulated that all employes receiving such emergency benefits report one and a half days a week for work until a new position is found. If the employe succeeds in locating a new job before the end of the six-months period, payments from the Forum Company automatically cease. The company has also adopted a group health and accident insurance program for its employes, which has been underwritten by the Metropolitan Life Insurance Company.

SUGGESTIONS of useful "things to do" for a church Employment Committee are outlined in a leaflet, How the Churches Are Helping in Unemployment, published by the Social Service Commission, Federal Council of Churches (105 East 22 St., New York). The program offered is specific and practical.

WAYS out of the present emergency, ways to meet future emergencies (before they hit) are outlined in Bulletin XIII of the unemployment series of the National Board of the Y.W.C.A., 600 Lexington Ave., New York.

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WORK SHOP

The Rush at the Social Service Exchange

How Mechanical Aids and Two Shifts of Workers Handled 10,000 Cases in a Day

By GERTRUDE SPRINGER

AFTER long years as the step-child of social work, struggling always to demonstrate its usefulness to lukewarm organizations and unconvinced public-welfare officials the social-service exchange, or confidential index, has suddenly in the stress of this winter's relief situation been taken to the very bosom of those previously most reluctant to accept it. The resulting burden of work has subjected exchanges everywhere to heavy strains and has forced them into a rapid expansion of their facilities, the use of mechanical devices hitherto untried and of short-cuts to hasten procedures while maintaining rigid accuracy.

The New York Social Service Exchange, which is the largest in the country and by the same token has had the heaviest burden thrust upon it, found its first problems of the winter those of staff and space. For staff it turned to the ranks of the unemployed and with the cooperation of the Emergency Work Bureau was able to pick and choose from among its applicants girls experienced in library work, intricate filing, record typing and the like who in a week of close supervision readily picked up the exchange procedures. The staff was organized into two shifts, 8 to 4 and 4.30 to 11.15. Three quarters of an hour was allowed for supper for the late shift, but suppers were not paid for as the work was in no sense overtime.

The question of space was puzzling at first. The exchange processes are closely articulated and tradition was that all its units must be kept together. Anything was better however than the disruption of a complete move. The telephone installation was too complicated to be touched, but after experiment it was found that the sortograph (of which more later), the statistical clerk and the corps of fifteen typists could be moved to another floor without loss of speed or efficiency. Messengers kept the work flowing steadily. Moving these units released space for additional card files which multiplied over night. The night shift of typists who are not as hard pressed on routine as the day shift are used to make over cards that have worn out from handling. The heavy service this winter has abundantly demonstrated that there is no economy in cheap cards. The cost of making over a card is much greater than the original cost of the best in the market.

The removal of the typewriters, which are never as noiseless as they are supposed to be, has had the effect of reducing nerve strain on the file clerks and others with exacting duties. Every effort was made to reduce fatigue and noise. All girls who had sitting jobs were personally fitted with posture chairs, those of the file clerks being on rubber rollers so that they could shift their stance without getting up. Calling back and forth and chit-chat were firmly ruled out. The health of the girls was closely watched and stringent precautions were taken against colds and infections of any kind. The health record of the exchange has never been better than this winter.

The exchange was fortunately prepared for emergency in its telephone system. A year ago after telephone engineers had studied its problem it installed the turret system which eliminates the switchboard. This system is used at race tracks, in big department stores and by various business concerns where speed and accuracy must go with large volume. Eight girls, each of whom has a trained understudy, sit with the ear phones and take inquiries as fast as they come in, entering all the identifying information in regular order on plain slips—printed slips for this inside work have been eliminated as an unnecessary expense—and passing them on to the messengers. These in turn deliver them to one of the clerks who searches the file. The telephone operator then reports to the enquiring agency, the whole transaction requiring under ordinary circumstances from ten to twenty minutes. The slips and cards then go to the typists in the usual way. The telephone operators work regular hours, 9 to 5. There is no night telephone service.

THE great number of agencies using the New York exchange —some 250 daily, 350 periodically and 600 occasionally —and the necessity for drastic abbreviations of cumbersome agency names on the compact file cards led Edith Shatto King, secretary of the exchange, to devise a code number system as a check against errors of ear, eye and memory. Every agency has its code number which it uses as well as its name in making inquiries and which is entered on its record of inquiry. If a telephone operator mistrusts her ear, or a typist or anyone else has any doubt of the identity of an agency from its abbreviation, she has a code book under her hand to use as a check. This code also simplifies the work of the statistical clerk in the daily records of agency clearings. These, kept by the Cardex system, are accumulative and show at any moment the number of cases cleared by any agency in any given period.

The use of the telautograph between the exchange and the office of the Charity Organization Society is a mechanical time-saver which is only practical for a large agency like the C.O.S. which makes many inquiries in the course of a day. The tel-

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autograph is the mysterious little device used in large hotels, railroad offices and the like which transmits a message electrically in the actual handwriting of the sender. The C.O.S. enquirer writes the identifying information on a slip and as she writes the characters appear uncannily on a slip in the office of the exchange a block away. The routines of searching are followed and the report returned by telautograph. The device saves the time of the enquirer, who does not have to hold the phone, and relieves the telephones of the exchange.

The sortograph is the device which has saved the exchange more wear and tear, space and overtime than any other one thing. It is a simple enough rack-like affair, no bigger than an executive's flat-top desk, which is much used by public-utility companies handling large numbers of small records which must be meticulously indexed and filed. The sortograph is tabbed for the *N*-th degree of filing and one girl pushing its slides back and forth and inserting cards and slips in their appropriate places does the work, as the day goes on, that used to require an enormous expanse of table space and the efforts of the whole force at the end of the day when time was at a premium. When the cards come from the sortograph they are so arranged that the time required for refiling is negligible. The cost of this device varies with its size. That in the New York exchange cost about $300.

SHORT cuts in making out inquiry forms have worked in some instances to the advantage of the agencies and in others to the advantage of the exchange. When the Emergency Work Bureau made its registration of 112,000 families in less than a month the exchange agreed to forego its usual inquiry forms and to accept instead the original face cards with the information obtained at the first interview with the applicants. These cards were cleared as inquiries for information only and no entries were made of them in the exchange files. The only information entered on the face cards when identification was made were the names of family agencies to which the applicants were known. No notifications of the inquiry were sent to these agencies. After the Emergency Work Bureau had completed its investigation of the applicants and had determined which it would accept for either work or home relief a yellow card following the regular exchange form was sent in for filing. These were recleared and when identification was made the case was also entered on the existing card and the regular notification sent to all agencies to which the family was known.

Thus the exchange now has a record only of the Bureau's cases that are actually receiving relief in one form or another, and this record, identifiable by its color, may readily be withdrawn at a later date and not be left to clog the files for years to come. On the other hand the purposes of future study of recurring cases will be served by the entry of fact on the permanent card.

The City Home Relief Bureau, which rolled up a registration of 75,000 before it stopped to catch its breath, makes out its inquiries on the usual slip but the carbon of that slip is a blue card all ready to go into the exchange file. By this means the exchange has saved the time required to type detailed information on 75,000 cards. The one typing at the office of the Home Relief Bureau does the whole job. Here as with the cases of the Emergency Work Bureau the cards may be withdrawn from the records when they have ceased to serve a useful purpose.

This colored card device, which makes it simple to remove from the permanent files the names of great numbers of people who are having their first and perhaps their last contact with organized relief, has spiked the objections of many earnest people who, rightly or wrongly, see the exchange as a lasting record of individual dependency and who shrink from the thought of including therein for all time the names of the victims of this winter's economic dislocation.

The New York exchange has carried its burden this winter on the principle that it belongs to the agencies and must meet their requirements—the customer, in this case the social worker, is always right—and that nothing must interfere with or slow up its essential service. Quantity had to be handled by other devices than slacking service. Even in December when clearings never fell below 5000 a day—10,083 was the peak—and the month's record rose to 166,461, daily service was maintained to all agencies.

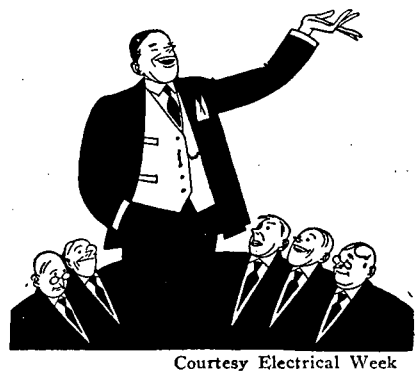
Yes-Yes Boarders

By ROWAN WHEALDON

Executive Secretary, Essex County, N. J., Tuberculosis League

DELIVER us from Yes-Yes board members! There are two kinds. Number 1 says Yes-Yes to whatever is proposed by the president or leading light of the group. Number 2 says Yes-Yes to the organization's executive. Number 1 creates a board which reflects not community opinion but the opinion of the dominant member. Number 2 gives the executive a false sense of security and progress and permits him the illusion that his work is being accepted by the community as it is by his board. Better, far better, the cussing and discussing board—in short the board from Missouri. A wisecracker once said that boards are "long, narrow and wooden," but whatever variety—wooden, cussing or Yes-Yes—they represent community attitudes which must be so reckoned with that it ill behooves the executive to be either amused, bored or vexed.

The board is the testing ground for new ideas and new activities. Unless ideas are accepted intellectually and emotionally by the board they will have little chance of acceptance by the community. But let the executive beware of regarding himself as the heaven-sent enlightener of the benighted. Endless friction will be his portion if he does. Between boards and executives a friendly respect, with each learning from the other, must be the foundation of progress. Board members are not impervious to new ideas—on the contrary they welcome them, and look to the executive as a source of them. The method of presenting ideas has, in my opinion, much to do with the tenor of the cussing and discussing which will follow. If it is right, there will be a more enlightened group backing the executive. If it is wrong, the blight of misunderstanding will flourish. Nor does a proper presentation demand a long, drawn out "bored" (excuse the pun) meeting.



Courtesy Electrical Week

Experience has shown me that much time and interest may be conserved if a solid factual background for the discussion is presented in advance. Notices of board meetings should be sent out one to two weeks in advance of the date set. Two or three days before that date a schedule of business should be mailed to every member. This serves as a reminder and, if properly drawn, enables members to formulate opinions on any proposal, or at least to think them over intelligently.

The alert executive can anticipate many of the routine questions that his board will ask and can answer them with

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advance information, both pro and con. Suppose a typical question, such as providing a car for a worker, is to be considered. On the schedule supporting the item "Proposal to purchase car for worker," are accurate data as to price, cost of upkeep and the like, with opposed data showing cost in time, car fares, etc., of the worker on foot. If the worker is willing to operate his own car on a mileage or flat-rate basis, these facts should also be presented. The member then comes to the meeting with his mind fairly set, and ready to defend his opinion. He doesn't vote Yes-Yes until he has had his say.

In dealing with my own board, I seldom submit a recommendation. I try to provide pertinent information relative to any proposal, state alternative procedures and let the board do the rest. It is my experience that this method cuts down irrelevent conversation, keeps discussion close to the point and saves the executive from the position of taking issue over details. The marshalled facts do their own talking.

Pictures by Mimeograph

THE Health Education Service of the American Public Health Association has recently offered an interesting addition to its established distribution of ready-made material for bulletins, newspaper articles and the like. A new photographic process has made possible the transfer of pictures and text to the fiber stencils which are used on duplicating machines. The reproduction of even complicated drawings is remarkably successful and provides an inexpensive means of illustrating mimeographed bulletins. Curved plated for multigraphs are also offered.

A new process for making stencils for duplicating machines has also been adapted to bulletin needs. By this process enlargements are possible up to 8½ by 14 inches. Full information may be secured from the Association, 450 Seventh Avenue, New York.

A Staff Chest

IT was not any dramatic incident but just common sense and faith that the Lord helps those who help themselves that embarked the staff of this particular social agency on its plan of a Staff Chest to help its members tide over any temporary financial difficulties that might come along. The chest, which has now stood the test of three years, was established at a meeting of the whole staff, office as well as professional. Its purpose is to maintain a loan fund without interest for emergencies such as illness and convalescence beyond the time for which sick leave on pay is allowed by the agency. The fund is made up of voluntary assessments of one half per cent (later changed to one fourth) on salaries of $1500, and one per cent (now one half) on salaries over $1500. Larger contributions may be made if desired. Assessments are paid monthly, quarterly or semi-annually to the office manager who reports every quarter on the condition of the fund.

The fund is controlled by three persons elected by the staff to any one of whom applications for a loan may be made. The applicant designates also an executive with whom the staff representative confers; or this procedure may be reversed and application made to an executive with a staff representative designated as consultant. If these two agree the grant goes through with only a formal vote by the staff on the sum allowed. An appropriate procedure is provided in case of disagreement. Money granted for purposes other than illness of the borrower is regarded as a loan and must be returned. The return of grants for illness is left to the discretion of the recipient.

The original covenant establishing the chest laid down banking procedures and provided that no funds should be drawn until more than $100 had accumulated and that $100 should always be held as a reserve. Contributions are voluntary and grants are not limited to contributors. Moreover the fact that he is a contributor gives no one any advantage in seeking a grant, nor the right to withdraw a contribution once made.

Since its establishment the Staff Chest which has never had more than $300 at any one time has made twelve grants, the largest being for $125. They were for a variety of purposes, including additional vacation, payment on a mortgage, doctors' bills, courses of study and moving expenses. With the exception of some recent grants and one or two in which repayment was waived all the withdrawals have been repaid.

The Survey will forward to this agency inquiries for further details from any staff groups which might be interested.

Groups-in-Law

THE executive committee of the National Conference of Social Work, looking about for ways to reduce unwieldiness at the annual meeting while more closely integrating the interests and activities of its various allied groups, has accepted recommendations from its committee, appointed last year, on standards for admission to status of associate group or consultation service. The committee proposed a standing committee on admissions to the status of associate, special group, or user of booth space which should pass each year on applications for official connection with the conference and outlined certain standards which an applying group will be expected to meet. It recommends two types of consultants, (1) consultants of the conference in five general fields—case work, group work, social legislation and reform, social research and social-work administration, and (2) representatives of national agencies named by them at the invitation of the committee who will supply information concerning the organization, interests, aims and employment opportunities in their respective fields. In effect the new plan will take from the shoulders of Howard R. Knight, secretary of the Conference, a great burden of detail and not a little of the onus of decisions, and will remove both to the more impersonal back of a committee.

Brief Course in Publicity

EVER since the Social Work Publicity Council got going under the leadership of the indefatigable Routzahns—Evart G. and Mary Swain—publicity workers on the job have been asking for some concrete and practical way to improve their technique. Books are available to be sure, the Routzahns' among others, but the desire was for a study course of some kind. Mrs. Routzahn has now prepared, somewhat as an experiment, the outlines for a brief course in social-work publicity designed for informal study groups of social workers who are responsible for the publicity of their organizations. The outlines, mimeographed, are published by the Russell Sage Foundation, 130 East 22 Street, New York (35 cents) in a limited edition which may later be revised out of the experience of the groups which use them. Discussion follows the clinical method. The topics for the six sessions are: news stories, newspaper feature stories, social case work stories, appearance of printed matter, annual reports, and letters and letterheads. Among the examples of case work stories offered for discussion is Philip L. Ketchum's The Symbol (see The Survey, June 15, 1931, page 311).

ON second thought the Washington, D. C., Community Chest has reconsidered its promise to blue pencil all items of National Conference expense in agency budgets and has agreed to consider such items on their merits. In any case approved expenses will be limited to railroad fares plus a per diem allowance—perhaps $4—on the theory that the agency is already contributing a good deal in time and that the worker should be willing to chip in for his own professional benefit.

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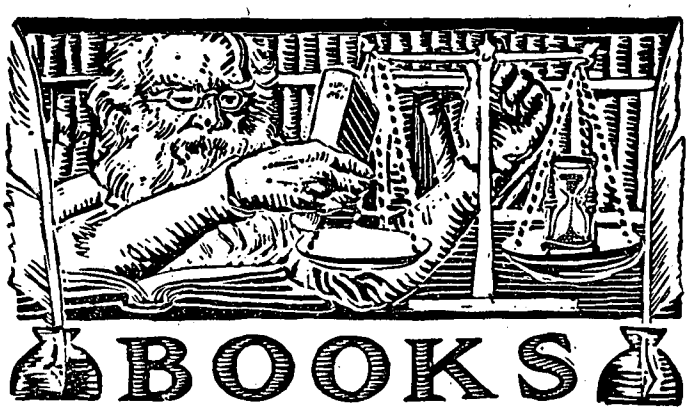

Indian Life

GIVERS OF LIFE, *by Emma Franklin Estabrook. University of New Mexico Press. 101 pp. Price $1.25 postpaid of The Survey.*

MRS. ESTABROOK is fortunate in the name she has chosen for her book on Indian life. It is the way the people who know are beginning to feel about Indians, particularly the life of the Pueblos. In drawing her picture of the Pueblo civilization she has taken pains to make it a progressive picture of all social gains of the Indian as artist and inventor, as town builder, as engineer, as law-maker, as poet and dramatist, as plant experimenter and agriculturist. One feels that she has missed a point in saying that he has searched first for food, for shelter, for clothing, and then for art, because, as she plainly shows, the need of art is among the earliest compulsions: "vessels that show esthetic ability in form, proportion and color." And the last item of invention to which she gives attention is, in fact, the earliest: the invention of agriculture and plant experimentation. What civilization owes to the last item is clearly shown by Mrs. Estabrook, because "men of the Stone Age set us free from the first necessity of evolving food from the wild plants of the earth." What they did here in the Southwest in resolving the need of housing, clothing and weather-shelter is clearly set forth, and along with it the history of the community is carefully sketched, the inerasable fact that man in building a society could not leave himself outside. He has tried, as men everywhere, to control nature. Mrs. Estabrook does not fail to realize that ceremonial is the beginning, of primitive man, in science, the attempt to bring about the conditions which give him the power to provide those dependent upon him with food and life. The book not only imparts the correct philosophy of Indian life but gives a telling picture of the method of its procedure.

Santa Fe, New Mexico MARY AUSTIN

Why Are Preachers?

JESUS CAME PREACHING, *by George A. Buttrick. Scribners. 239 pp. Price $2.50 postpaid of The Survey.*

MANY social workers will consider that this book labors under three distinct handicaps. First, it deals with the matter of preaching, at which many social workers are accustomed to elevate their noses since they consider themselves exponents of practice rather than of theory; second, it is a selection of the Religious Book Club, whose editorial staff is notoriously idealistic; and third, it is a product of one of America's most outstanding preachers—and between the mind of the social worker and the mind of the preacher there is often a great gulf fixed.

Yet this reviewer would like to recommend this book especially to social workers. It is his conviction that any social worker, having read the book, will be in possession of a new humility born of the knowledge that ideals are the mainspring of progress—that preaching is the mainspring of practicing. He will have a new appreciation of the ideals that Jesus of Nazareth both preached and practiced. If he be a person of insight and imagination he will find new strength for his own visions, and new determination to translate these visions into concrete performance. For this author and lecturer doesn't kid himself a nickel's worth. He is quite as ready to face his—and our—ignorance and shortcomings as to face his hopes and dreams. He is not ignorant of psychology, but he clings to the faith that there are human values which psychology has never been able to card-index. He knows business men, both from the side of their strength and from the side of that pitiful wistfulness which drives them to seek significance in luncheon clubs and lodges. He faces the criticism that Christianity has no valid message for such a day of revolt and readjustment as this—and demonstrates that the only hope of progress lies in those values which Christianty has always found in its Originator. CHARLES STAFFORD BROWN

Colorado Springs

Big-City Family

THE FAMILY, *by Ernest R. Mowrer. University of Chicago Press. 364 pp. Price $3 postpaid of The Survey.*

ABOUT our American firesides Mr. Mowrer finds four types of families: the paternal, the maternal, the equalitarian, and the filiocentric. (The equalitarian may be further analyzed into two subtypes, the conventional and the emancipated.) The first of the four is the pattern of the proletariat and the immigrant; the second of the commuters to big cities; the third, in its conventional form, is the pattern of middle and professional classes in towns and cities; in its "emancipated" type, of kitchenette-apartment areas, residential hotels and rooming-house districts where children are conspicuously absent. Filiocentric families, in which children rule the roost, are another middle-class phenomenon, he believes. Until recently, the author points out, families have not been regarded as subject for study and analysis until they reached the breaking point. Other aspects of the family as an institution were taken for granted or "surrounded by a wall of idealization which preserved them from the attention given to the disintegration of the family." The present volume, published in the University of Chicago Sociological Series, discusses the organization and disorganization of the family in the light of present-day facts and fears and philosophies from the point of view of sociologist and social worker. A chapter on treatment of domestic discord analyzes direct and indirect social-work techniques. In general, as in the author's earlier volumes on Family Disintegration and Domestic Discord, the volume maintains the ecological approach of the Chicago group of social scientists. The book is intended for the general reader as well as the college student, and an extensive bibliography suggests leads for further reading. MARY ROSS

Third Call for Health

COMMUNICABLE DISEASE CONTROL. *White House Conference Report. Century, 288 pp. Price $2.25 postpaid of The Survey.*
PUBLIC HEALTH ORGANIZATION. *White House Conference Report. Century. 345 pp. Price $3 postpaid of The Survey.*
HEALTH PROTECTION FOR THE SCHOOL CHILD. *White House Conference Report. Century. 275 pp. Price $2.50 postpaid of The Survey.*
BODY MECHANICS. *White House Conference Report. Century. 166 pp. Price $1.50 postpaid of The Survey.*
PSYCHOLOGY AND PSYCHIATRY IN PEDIATRICS. *White House Conference Report. Century. 146 pp. Price $1.50 postpaid of The Survey.*

NOW we are really off on an unleashed project under as nearly the best minds as a democracy can command. The third call from the White House Conference (1909, 1919, 1929) found the awaiting specialists straining to respond. In the midst of unequalled worship of property came a meeting of men and women to write a new charter for persons, and very particularly needy persons at that. "Blessings brighten as they take their flight," and now with more parents and fewer children we come to agreement that too much can hardly be done for everybody's child.

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There are now appearing as symbols of our sciences, as equivalents of law and authority, sections of a national code of family honor; volumes of current history; orders awaiting performance. Five of these books of biological wisdom, this series of sociological sermons, are among us now for use and we can well afford to clear away some of the rubbish of earlier years and give them space in our minds and deeds, as well as shelf-room. The good in tradition is kept, superstition's dangers are cleared away and we may believe with Dr. Osler that the day is dawning when "life will be more precious than gold." The thirty odd volumes of which the five in hand are good samples for content and conviction, await the attention of an audience singularly sensitized to changing values in a perplexed and bungling generation.

The accident of authorship and publication coincides with the sequence of the efforts to save the child for its own family career. Communicable Disease Control was actually the first effective field in which the medical sciences were pitted against the littlest of man's enemies. This record of accomplishment and procedure gives in the neatest and most succinct form, the figures in the first ninety pages, and standard practice for prevention in the next one hundred and twenty-five pages. What has for fifteen years been urged by our Public Health Service and the American Public Health Association is now writ large and easy for Mr. Man and his Wife to understand. Health departments not practicing what is here preached must indeed be listed as backward. Dr. George H. Bigelow of Massachusetts and his band of twenty-four doctors, nurses, statisticians and sanitarians have left us no choice but to follow their lead.

IN Public Health Organization, historically accurate, brief to a degree, yet adequate for the needs, we have the sequence of events from the beginning of 1797 to the latest authorizations of still sitting legislators, the framework of authority, the expendable funds available, the relation of rural, city, state and national health agencies to each other and to their respective populations. We see a growing social instrument still being forged and tempered by use, as medical knowledge is assimilated into the technic of governments. When partisan politics cease to dominate personnel, and a sense of relative values in expending tax dollars replaces emotionalism in health campaigns, and careers in health departments are as secure and well qualified as those under boards of education, we should then achieve the objectives here proposed. As we do better with government, the non-official administration of health will be less prominent and necessary. A technical volume—yes; but a proper health bible for all civic agencies and a good portrait of the semi-starved youngling in the family of governmental functions. Dr. E. L. Bishop of Tennessee and the thirty-six collaborating authors have produced a source-book of inspiration as well as facts.

Health Protection for the School Child is Dr. George Palmer's volume, a monograph in the modern manner of socio-statistical methodology. Accepting four criteria as evidences of the level of community intelligence and accomplishment in behalf of the runabout child, a colossal sampling of performance was made throughout the land, and one can recognize the personalities and idiosyncracies of towns, villages, states and counties by these expressions in terms of child protection. Have the pre-school children had medical and dental health examinations and been immunized against diphtheria and smallpox? You'll want to know how far below the best your town ranks. In plan, performance and record this study leaves little to be desired.

Body Mechanics—what is being done about it? How completely are the demands for this type of medical care being satisfied? What ought to be done? Excellent chapters and definitions, and the contrasting picture of the good and bad are followed by discussion of the problems of physical fitness, nutrition, form and function of the growing body of childhood and youth as they are affected by body mechanics, the book closing with the description of a course in physical education, in operation in Boston elementary and intermediate schools. Dr. Robert Osgood of Boston and his four colleagues have put a continent of teachers and physicians in their debt.

In the first forty-five pages of Psychology and Psychiatry in Pediatrics we have a description of the problem, definition of the field and sketches of present procedure, particularly as related to the medical practitioner, all of which seems wise, helpful and in a friendly vein. The discussion adds little. The eighty pages of the appendix deal with a collection of information and description of services, which will prove rather historical than provocative. No fireworks, no fantastic claims or promises, but a strong faith in the reasonableness of the demands for saving personalities as well as postures among children, and in the competence of the formidable specialty of psychiatry to meet the needs. Dr. Bronson Crothers of Boston and the seven associated psychiatrists and psychologists have revealed in the delicacy and gentleness of treatment of their problems the best evidence of their competence to advise us.

HAVEN EMERSON, M.D.

Those Who Live in Cities

THE SOCIOLOGY OF CITY LIFE, *by Niles Carpenter. Longmans. 502 pp. Price $3.90.*

THE urban way of life about which Carpenter writes with such care and skill, is here to stay; however students of society down to Spengler have seen in the city only the destruction of civilization. Carpenter is not alarmed if cities grow larger and more dominating until they threaten to fill the earth. Instead he is bent on examining them from the viewpoint of history, of geography, structure and function. He scrutinizes city dwellers and the manner of their work, play, work and social life. Also there is the debit side of city life including crime, vice, poverty and disease. Carpenter does not discuss any "credit" side as such, unless he would include here his materials on city planning and what he has failed to discuss in this book, namely, community organization and social work. The present reviewer has waited for the arrival of this book no less than two years. His interest in it is mainly professional, although the book has a much wider application than for the conventional uses as a text. The contents are well selected and up to date. The materials, while they might be arranged to better advantage, are put together in readable form. This is an imperative, seductive device for students, but it works well with laymen as well. The Sociology of City Life is without doubt the best book in the field and will remain so until the reviewer and his collaborator revise their Urban Sociology.

NELS ANDERSON
Seth Low Junior-College

Georgia Savagery

I AM A FUGITIVE FROM A GEORGIA CHAIN GANG, *by Robert E. Burns. Vanguard Press. 257 pp. Price $2 postpaid of The Survey.*

A SOLDIER at the front in the World War, the author of this book returned home mentally disturbed if not actually a patient for a hospital. He wandered into the southern part of the United States; there, without money or friends and hardly responsible, he was half forced, half persuaded to assist in a robbery. The proceeds of the robbery were $5.80. "I sentence you to from six to ten years in a chain gang," said a Georgia judge. Burns made the mistake of committing theft in a state that, according to the National Society of Penal Information, operates a vicious system of handling offenders.

He escaped, went to Chicago—and at the end of seven years he had built up a reputation for himself, established a busi-

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ness, made friends and put by a little money. The past was behind him. Here, most people would say, was reformation enough; let the kid go, even if you do find him out. Georgia prison officials had other ideas. On a fateful day in 1929 two detectives entered his office—and Burns was once more breaking his back in a chain gang. If you want to know what these chain gangs are like, you needn't depend upon his statements, illuminating as they are. Read the description in the 1929 Handbook of American Prisons and Reformatories and reports of official investigating bodies. . . . But more exciting is the tale of his second escape, for Burns beat his captors again.

He is now at large—a hunted man, looking for odd jobs where the cops won't spot him. A brother, the Rev. Vincent G. Burns, of New Jersey, writes an introduction to the book and says that his brother will die before going back to the chain gang.

The book is really an indictment of savage and archaic penology. It ought to make Georgians pretty angry. It ought to lead to the establishment of effective probation. It ought also to lead to reform of the penal code. Alabama could give Georgia some pointers. And the book is interesting as a human document.

WINTHROP D. LANE
Director of Parole, State of New Jersey

Man the Social Animal

AFTER THE DELUGE, *A Study of Communal Psychology, by Leonard Woolf. Vol. 1. Harcourt, Brace. 340 pp. Price $3.50 postpaid of The Survey.*

PSYCHOLOGY having been an outgrowth of philosophy and education, the philosophical psychologist will find much to engage his attention in this volume which seeks to present the psychology of man as a social animal. The deluge, needless to say, was the Great War whose intensity definitely affected man's mind. Ideas and moods, principles and ideals do not ordinarily concern the historian, but nonetheless neither war nor peace, civilization nor social organization can be divorced from an understanding of communal psychology.

Mr. Woolf has produced a significant book. He presents the social psychology influencing the views of individuals, and at the same time demonstrates in historical fashion the altering concepts of the eighteenth and nineteenth centuries. He expounds with clarity their important political ideas, especially with relation to the concepts of freedom, nationality and democracy; time values he reveals are more important because he has isolated political ideation from economic influences.

The distinctions between the communal mind at the end of the eighteenth century and the developing nineteenth century viewpoints concerning democratization and happiness are presented with convincing details. The intimate relations between the idea of social or political equality and the consciousness of individuality are expounded in a manner to indicate that individual psychological differences are not separate from consciousness of the communal psychology of an age. It becomes equally manifest that the democratic idea of equality originated from a growing consciousness of the value of individuality. The inter-working and inter-weaving of these two factors are elaborated skillfully. One hopes that in further volumes he will expand his idea that democracy is a political condensation of a new psychology that in turn defines beliefs with regard to happiness, equality and liberty and their importance in human society.

Psychologies along with customs and institutions have changed in terms of communal growth and development, but there is still need to investigate the factors which are outgrowths of the democratic idea and further need to note the extent to which specific methods and machineries have succeeded or failed in producing democratic societies.

This is an interesting and unusual study of ideas called modern that date back to ancient times and find unification in the eighteenth century principle which sought to develop happiness for each and all.

IRA S. WILE, M.D.
New York City

Pre-War Family

THE FAMILY, *by Dr. Müller-Lyer, translated by F. W. Stella Browne. Knopf. 406 pp. Price $5 postpaid of The Survey.*

THE fact that this book was written in 1911 and, as the translator frequently reminds us, reflects pre-war thinking, militates against its present usefulness. The last quarter is probably the most thought-provoking from the point of view of the social worker. The author formulates his theme on page 324: *"We are emerging from that Later Familial phase which no nations have ever survived in the past. We have a potential future which is a wholly unprecedented phase in human history.* History, i. e. past experiences, past achievements, can teach us nothing of service here. But where history falls silent and speculative analogy deceives, the empire of sociology begins." (The italics are the author's.)

The text from here on suggests that the rôle of the sociologist is to prophesy, to select those elements which are favorable to the social forms which seem to him likely to be of the greatest benefit to mankind, and to present arguments for their adoption by society. There is little scientific detachment in these arguments; there is, nevertheless, a great sincerity, and the zeal not only of the advocate but of the creator. Whether or not "joint households," "communal kitchens," "state care of children," and so on will bring us to the millenium, Dr. Müller-Lyer firmly believes that they will release the individual from the paralyzing influence of the traditional structure of the family which "under present conditions is positively hostile to progress and culture." He is eager to further every activity that will aid the individual so that he may at last be capable of taking his place in a new world, "the home of free individuals in well-constructed and organized communities." It is the "socialized individual" that he envisages, and the family of the future, freed from all social and economic activities, "can devote and differentiate itself on purely geneonomic lines."

Several generalizations on the basis of inadequate or poorly interpreted information lead the translator to insert such footnotes as "A highly disputable general statement," and "Dr. Müller-Lyer appears to overlook some very important considerations here." Similar footnotes would seem to be needed in several other instances. The style tends to be pompous with a too generous use of italics and capitals, and the index leaves much to be desired.

MARGARET E. RICH
Editor The Family

Southern Unions

TEXTILE UNIONISM AND THE SOUTH, *by George Sinclair Mitchell, Ph.D. University of North Carolina Press. 92 pp. Price $1.00 postpaid of The Survey.*

THIS is a well written, interesting, authoritative and informing little volume. In it is given the best available summary of the history of textile unions in the United States. It also contains the only detailed history of the significant labor movements that occurred in the southern textile field prior to 1925. Prominent characteristics of the southern history appear to have been: local spontaneity, lack of resources and competent leadership, inadequate outside support, recurrent failure in disputes, and the post-war disappearance of all organization.

Recent events are related in Chapter 3. The activities of the Piedmont Organizing Council; the strikes of Elizabethtown, Gastonia, Marion, Ware Shoals, and Danville, and their judicial aftermaths; the failure of the A. F. of L. unions to give adequate support; the inability of the weak U. T. W. to provide sufficient resources or leadership; the conflict of Com-

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munist, Brookwood, and A. F. of L. tactics: these topics are presented with agreeable clarity. The description of the Communists' activities is especially enlightening.

A final chapter sets forth the author's estimate of circumstances favorable and unfavorable to further union advance in the South. Of chief interest are his conclusions: that the workers are homogeneous, free of alleged loyalty to the paternalistic system, and in a receptive mood for unionism; that public opinion is fairly well prepared to support the labor movement; that company-owned villages, the rural labor reserve, the ignorance and poverty of the workers, and the hostility of the politicians and the mercantile and real-estate classes are primary obstacles to unionism. Despite the line-up of factors favorable to the advance of unionism, however, the book did not convince the reviewer that the future would be much more satisfactory than the past.

Emory University, Ga. MERCER G. EVANS

Personnel Work Comes of Age

A SCIENTIFIC APPROACH TO LABOR PROBLEMS, *by Adelbert Ford. McGraw-Hill. 446 pp. Price $4 postpaid of The Survey.*

THE fact that such a book as this can now be published indicates beyond question the wide acceptance of personnel work as a tested economic activity. For this volume is concerned only with one special phase of personnel work in industry, namely, how it is that the work of research and measurement can be carried on for the various topics embraced in labor management. In other words, a research, statistical, and objective point of view is aimed at throughout. This means that the value of the book will be greatest to those corporations in which personnel work has already been well established and where thoroughly trained workers are available. Certainly no one but advanced workers will be able to make use of the material in the last few chapters on statistical method.

Of outstanding interest and value is the chapter on psychopathology in industry. Since the author is himself a psychologist, it perhaps is not surprising that one here gets the most gratifying sense of a unique contribution. However, the author's close connection with the electrical power-production industry has enabled him to offer some interesting results from actual experience. As the first attempt to outline ways and means of improving personnel research methods, the volume is decidedly significant and encouraging. It would be unfortunate if books like this dealing intensively with personnel methods were to become so numerous that the beginning student or executive was never able to secure a preliminary orientation and point of view toward personnel work. For with all the necessary emphasis on desirable refinements in personnel procedure, the truth should never be lost sight of that why and how personnel work is done is fundamentally of more basic importance than what is done—especially since so many experiments with varying methods seem equally successful under wise leadership and sound social motives. ORDWAY TEAD

New York City

On the Way to Health Insurance

OCCUPATIONAL DISEASES IN RELATION TO COMPENSATION AND HEALTH INSURANCE, *by Rosamund W. Goldberg. Columbia University Press. 280 pp. Price $4.50 postpaid of The Survey.*

OCCUPATIONAL disease compensation practice in the United States varies widely. Many states make no provision for such compensation and an occupational disease must be proved an accident before it will be compensated. In others compensation is covered by "blanket laws" which open the way to much controversy as to whether a disease is occupational or not. Others again have a list law where the worker with an occupational disease not on the list is out of luck. Even in the same state judicial decisions in similar cases may be widely at variance.

These inadequacies and inconsistencies Dr. Goldberg with admirable detail and patience makes clear. The first part of the book contains a comprehensive enumeration of the occupational hazards. This is followed by a section on the regulation and prevention of occupational disease containing much valuable information compactly given.

The following section relating to workmen's compensation legislation and judicial decisions in occupational disease cases, furnishes a dispassionate but devastating revelation of the failure of present methods to meet the occupational disease problem. Having thus effectively prepared the way Dr. Goldberg then discusses compulsory industrial health insurance as providing "a more simple, economical, expeditious and certain machinery and procedure."

The book throughout shows evidence of careful and extensive study with copious references and a well arranged bibliography and index. One might wish that less space relatively had been devoted to the occupational hazards which have been frequently described by others since the real contribution of the volume lies in its later sections. There was a need for a study of this sort which is met exceedingly well. By revealing the irrationality of present methods the logical progress to health insurance must be brought nearer.

ADELAIDE ROSS SMITH, M.D.

College of Physicians and Surgeons, New York City

RUN OF THE SHELVES
A DESCRIPTIVE LIST OF THE NEW BOOKS

MAKING HOMES, *by Hazel Shultz. Appleton. 519 pp. Price $2 postpaid of The Survey.*

A WELL organized, illustrated textbook "for a first course in housing and homemaking at secondary level," which grew out of the author's six years in the laboratory schools of the University of Chicago where she was head of the Department of Home Economics.

FIVE COLLEGE PLANS, *with an Introduction by John J. Goss. Columbia University Press. 115 pp. Price $2 cloth, $1 paper, postpaid of The Survey.*

THE "ferment in the colleges" is reflected in these five lectures in which curricular changes at Columbia, Harvard, Wabash, Swarthmore and Chicago are described. The discussions represent various shades of academic opinion from Columbia's cautious modifications of the traditional program to the revolutionary upheaval which Chicago's energetic young president has set going.

CITIZENSHIP IN THE MAKING, *by Lela Hatfield Burwell and Joseph P. Gould. Marshall Jones. 204 pp. Price $1.08 postpaid of The Survey.*

A TEXTBOOK for classes for prospective citizens, by a teacher of adult immigrants and a director of evening schools and based upon their experience. Providing civic and historical information in simple terms, in addition to helping the foreigner master English this book should materially assist him in passing naturalization examinations.

A SHORT COURSE IN AMERICAN CITY GOVERNMENT, *by Austin F. MacDonald. Crowell. 470 pp. Price $2.75 postpaid of The Survey.*

A BRIEF edition of American City Government and Administration by the same author, this volume comprises the chapters of the longer work that deal with city-state relationships, structure of city government, municipal politics, the merit system, and municipal finance, compiled for the teacher who must give the essentials of city government within a single term.

(*Continued on page 700*)

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COMMUNICATIONS

We Go Traveling

To the Editor: Survey Graphic holds its own on the principal shopping street here in Peking, now called Peiping, but I cannot tell in what company because the rest of the stall is all in Chinese. However, it must be fairly respectable since it is right at the gate of the French Cathedral. We were unable to get a snapshot of the venerable news dealer (the copies which I saw were only a year old, so of course they were "news" in this ancient capital) because both he and his clients fled every time a camera was produced, as they know from experience that the evil eye of an American kodak brings disaster. Even with the aid of coppers it is impossible to persuade these otherwise so obliging people to pose.

There seem to be quite a number of people here to whom Survey Graphic is indispensable. Dr. Yamei Kin is one of them. She wishes to be remembered to Paul, to Miss Wald and to the many other friends she has made in America (she seems to know everybody in New York). The social workers at the Peking Union Medical College also seem to be quite familiar with The Survey; and in fact its obligatory reading is part of their training.

More serious matters must wait since I am trying to get out of here before the Japanese cut off the last means of communication with the outer world. Bruno Lasker

Peiping, China

Cure for the Grippe

To the Editor: While staying at home today nursing an attack of grippe, I decided to give myself the pleasure of looking over the last several Surveys and reading articles which I had not found time to read before. This was my way of rationalizing about staying away from the office. The point I wish to make is that I read Marion D. Gutman's (Jewish Children's Society of Baltimore) story, All in the Day's Work, in the January Midmonthly. I enjoyed it so much I both laughed and cried. The weeping, not profuse but sincere, may have been caused by a feeling of weakness following the attack of grippe, or a general wearied condition caused by busy days, augmented by the fact that considerable of our agency's funds are now in a closed bank. At any rate, the story quite "cheered up" my "grippy" day, and I hope Miss Gutman will write more articles like this. It is so real and alive.

Frances Gugenheim

Secretary Family Welfare Society of Champaign and Urbana, Illinois

Resistance

To the Editor: In regard to the discussion by Miss Fox—Nurse Plus Psychiatric Social Workers in The Survey of December 15, 1931—I am moved to refer to the presidential address by Dr. Cabot at the annual meeting of the National Conference. His suggestion to all welfare workers to analyze their tangible results was never more timely. How far have the social workers of New York progressed in correcting the abuse of municipal privileges which is in part responsible for their request of aid from federal taxation? Dr. Cabot's point of view coincides with that of Dr. Franklin Ebaugh of the National Committee for Mental Hygiene while in conference with the Mental Hygiene Study Committee of the Northern California Chapter of the American Association of Social Workers: that we may well study "types of resistance" created by the personnel of the common field. It is not confined to privates in the ranks as executives have developed "resistance attitudes." The program of progressive schools of nursing now includes courses in public health, social case work, mental hygiene during the junior period. The students are selected on the basis of collegiate qualifications and not as subservient and mechanical robots.

Our Study Committee has organized a series of case conferences under guidance of Dr. Herman Adler which he advises shall develop as a synthesis whereby executives in the common field will sit around the table and through his comments acquire the art of overcoming "resistance." Would that we might broadcast this hour. As the Stanford leader in radio debate with Harvard said, "Golden Gate salutes Plymouth Rock." O. K. New York.

Florence Cummings, R.N.

Chairman Mental Hygiene Study Committee, San Francisco

With Regrets

To the Editor: Will you kindly correct a statement made in Mr. Hard's article [a caption under a photograph] in the February Graphic. The waiting-room picture is not the waiting-room of the Braddock office of the Family Welfare Association. We do not take pictures of our waiting clients.

Eleanor Hanson

General Secretary, Family Welfare Association of Allegheny County, Pittsburgh, Pa.

Psyching

To the Editor: I am writing to express my appreciation for the article in the January 15 issue of The Survey on Psyching the Office Manager [page 439]. We are now using this as an outline in our Nursing Department and are having copies mimeographed to present to all department heads as we feel that it is one of the most helpful articles pertaining to supervision that we have ever seen. Mabel W. Binner, R.N.

Superintendent Children's Memorial Hospital, Chicago

Food Values

To the Editor: In the office of the Home Economics Department of the government at Washington I was recently handed the following bill of goods delivered to each worthy family by charitable organizations and municipal agencies: One sack of flour, one bucket of lard, ten pounds of sugar, one side of salt pork, condensed milk. Bulletin 137 tabulates the food values of these denatured materials as of minus quantity, although there is confusion there for in other government bulletins people are advised to eat a portion of sugar and lard. Experiments reported and tabulated food values show the absolute necessity of fresh fruit and green vegetables and of "wheat germ" eaten fresh. "The germ of the grain spoils in one week," says this bulletin. Wheat germ is a protection against influenza, sinusitis, and other infectious diseases, containing the oil which

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has an affinity for vitamin A. Extracted oils dissolve this vital substance from the body. So with extracted sugar, having an affinity for *lime,* when eaten separate from the lime of the food it dissolves lime from teeth, bones, etc. This is what it means to eat foods with value of minus.

However, persons of considerable vitality may consume to seeming profit a portion of the devitalized extracts—the meat of the market may be considered an extract since we do not get the bone, skin, glands, and other "offal," for the alkaline reserves of the body supply the missing elements. But the vitality is permanently lowered by eating them. The period of toleration for these poisons becomes shorter and shorter with each succeeding generation, for the mother consuming devitalized food gives little vitality to her child.

By many experiments of the U. S. Health Department—ask for bulletins—it has been proved that a diet such as that above without fresh fruit and green vegetables produces the plague. Objection to the free distribution of good grain, that the Romans in a like situation lost their freedom, is erroneous. They were given devitalized bread and spoiled grain. The bill for distribution of grain is held up by a committee headed by Jones of Texas.

NATTA F. DYGERT
New York City

Ethics for a Modern Age

TO THE EDITOR: We should deeply appreciate your help in our effort to discover and get in communication with persons, groups of persons or whole communities who are striving toward an expression of their deepest and most intense idealism in terms of the community about them. We believe there is a widespread need of cooperative thinking among numerous and scattered idealists in order that we may arrive at some common formulations in social terms of the philosophy and motivations which lie back of social, educational or other altruistic community enterprises.

There is a potent motivation working in volunteer and professional social efforts in every city, town or rural district. It operates through various organized and sometimes informal channels. It employs in large measure the skills and techniques which have been developed within the last generation. It usually focuses on the problems arising out of the inadequacies of changing communities.

To us this dynamic idealism seems to be due to a sense of the wholeness of the community, and usually finds expression in socially integrating programs and activities. It is a vital inspiration rather than a doctrinal and theoretical formula, however intellectually refined and "correct." It cuts across all lines of racial, political or institutional religious affiliation. It seems to spring from a set of convictions that are more or less common to all educated socially minded people. These convictions supply the basis of judging for ourselves and for others what is and what is not "the good life." These convictions seem often to be found among the unchurched in quite as abundant measure as among the most ardent church adherents. They do not seem to us to have any "efficient" relation to matters of faith or devotional practice on which we differ.

It has seemed to us that we must make a new beginning by the formulation of the most fundamental ethics for a modern age. This must draw upon our inmost convictions concerning our common experiences in terms of modern science. Particularly must the social and mental sciences show the way. We seek a philosophy by which the social impulses of men and women may in much larger measure than now be utilized in the operation of modern institutions. It seems that political, civic, social agencies are not the vehicle of the living urges of those for whom they were instituted, to the degree that they would be if their members realized emotionally and intellectually the connection between those institutions and their own highest self-realization.

Our new ethical synthesis must embrace unity of purpose, consciousness of responding connections with those around us, and, not least, the adventure of sacrifice and risk which is always involved in building for the future. This structure must rise upon the convictions of today rather than upon the forms of the past. In the final analysis, only within these lie the possibilities of thrilling, truly mystical experiences for the modern mind and spirit.

We are not conducting a propaganda, nor even seeking to convince; we are expressing a desire for help. We seek the pleasure of companionship in further discovery and definition. We would welcome therefore communications from any persons who may have thoughts or experiences of somewhat the kind expressed above.

Hudson View Gardens, 183rd St. and Pinehurst Ave., New York — LE ROY E. BOWMAN
4 East 76 Street, New York City — J. E. MCAFEE

Esperanto Textbook

TO THE EDITOR: Wishing to give readers of The Survey an opportunity to look into the international language Esperanto, which is now growing more and more popular, the American Esperanto Institute of Madison, Wisconsin, has decided to give away one thousand small textbooks of Esperanto, called American Esperanto Key, containing the whole grammar of Esperanto, three exercises, and a vocabulary of about 3100 words. Just send your name and address and a two-cent stamp for postage, and the little book will go forward. You will be surprised to see how easily you can learn this new language.

KARL FRODING
Director American Esperanto Institute, Sherlock Hotel Building, Madison, Wis.

RUN OF THE SHELVES
(*Continued from page* 698)

THE BETTER HOMES MANUAL, *edited by Blanche Halbert. University of Chicago Press. 781 pp. Price $3 postpaid of The Survey.*

DESCRIBED as a "concrete and concise handbook for anyone who is thinking of building a home" this manual published in cooperation with Better Homes in America contains two hundred articles and statements by experts on the requirements for a good home, including ownership and financing, cost, the home site, questions of architecture, materials and equipment.

WHAT PRICE JURY TRIALS, *by Irvin Stalmaster. Stratford. 148 pp. Price $2 postpaid of The Survey.*

THIS book by a former district judge of Nebraska, at present instructor of constitutional law at the University of Omaha and assistant attorney-general of the state, is an attempt to explain the American jury system to laymen. The facts and experiences cited will be a revelation to the average man. The author's hope is that they will evoke a controversy from which may flow substantial benefits to the administration of justice in civil cases.

OURSELVES AND THE WORLD: *The Making of an American Citizen, by Frederick E. Lumley and Boyd H. Bode. McGraw-Hill. 591 pp. Price $2 postpaid of The Survey.*

FOLLOWING out their thesis that true democracy is a guiding principle for intelligent living, the authors (respectively professer of sociology and of education at Ohio State University) maintain that good citizenship is not a thing apart from other components of life. Hence while suggesting a philosophy of citizenship, they give no set of infallible rules, but merely indicate the direction in which one must move if he is to achieve the good life as individual and citizen.

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GOSSIP: of People and Things

Tough for St. Louis

ROBERT W. KELSO has resigned as director of the St. Louis Community Fund and Community Council to take effect in mid-summer. He went to St. Louis in 1929 from the Boston Council of Social Agencies. During this hectic time of depression Mr. Kelso has taken a firm stand against withdrawing support from character-building agencies and has opposed the cutting of social-workers' salaries. He has steadfastly opposed flat percentage cuts in the budgets of agencies, insisting instead that cuts when necessary should be worked out agency by agency by budget committees. Mr. Kelso's radio addresses, a regular feature of the popular Community Forum, have steadily emphasized the economic aspects of unemployment and the helplessness of the common man caught in its toils. His writings are well known to readers of The Survey. His article Character Last (June, 1931) has been reprinted by thousands and has been more widely circulated than any single article ever appearing in this publication.

May in Philadelphia

THE annual dinner of the National Conference of Social Work which last year in Minneapolis honored the home-town boy Hastings H. Hart, will this year in Philadelphia honor Jane Addams, one of the Great Ladies of Halsted Street (see The Survey, February 1, 1932, page 479). Miss Addams is now convalescing in the South after a long siege at Johns Hopkins.

The Conference has taken on Dwight Anderson for the publicity job in Philadelphia. It was Mr. Anderson, working in a similar capacity at the Boston meeting, who set a new record for a standing broad jump across Boston to the newspaper offices when on the opening night George W. Wickersham deserted his prepared speech, already in type, for some extemporaneous high-explosive remarks on prohibition.

After weighing pros and cons and this and that and the other the Conference committee headed by David H. Holbrook which has been considering biennial instead of annual meetings has concluded that things are better as they are. In addition to recommending a continuance of the traditional policy of annual meetings the committee recommends "that as rapidly as possible the National Conference of Social Work develop its plans for service to and cooperation with state conferences in order that all conferences, state and national, may better serve social work."

Before reaching its conclusions the committee counted the Conference in and out and back and forth and discovered that a good many of the lightly tossed-off dicta about attendance and speakers just isn't so. The confirmed conference trotter is in a small minority. During a period of four years only 2 per cent of the whole attendance registered every year, while 60 per cent of the attendance at any one meeting were new people. The count also showed that on the average 70 per cent of the registration comes from within a radius of six hundred miles of the convention city.

When it comes to the charge of "always the same old speakers" the committee found that in the last five years 492 speakers have appeared on conference-division or general-session programs. Of these 78 per cent have appeared but once, 15 per cent twice, 5 per cent three times and 2 per cent four times. No person has spoken more than four times in five years.

FOREIGN service has claimed two American workers. Ernest J. Swift, manager of the eastern area of the American Red Cross, has gone to Paris as secretary-general of the League of Red Cross Societies, and George L. Warren has gone to Geneva as international director of the International Migration Service. David W. Wainhouse, formerly assistant director of research of the Council on Foreign Relations, succeeds Mr. Warren as director of the American branch of the Service.

Those New Yorkers

BACK to his first love, social work, has come Berkeley G. Tobey, the first social secretary of New York Municipal Lodging House and in pre-war days a money-raiser of parts. After nearly twenty years in book and magazine promotion he comes to the A.I.C.P. as executive secretary of its Bronx office. . . . Morris Marcus, who has been acting chief probation officer of the Children's Court since Bernard Fagan resigned two years ago, has been promoted to the full title. . . . The Association to Promote Proper Housing for Girls has evoked the title of president emeritus for Cornelia E. Marshall, resigning after twenty years of service. Mrs. Ransom S. Hooker succeeds her in active duty. . . . Edward F. Brown, who was top sergeant in New York's diphtheria campaign and who has been identified with a variety of projects associated with public health, has been appointed executive vice-president of the Milk Research Council, a body created by producers and distributors to conduct research in all aspects of production, manufacture, distribution and consumption of milk. . . . Anne Seesholtz has stepped out of Y.W.C.A. work where she has been for a number of years to succeed Florence E. Quinlan as executive secretary of the Council of Women for Home Missions.

BYRON T. HACKER, who years ago left the Brooklyn Children's Aid Society for Florida and later joined the field staff of the Red Cross in eastern Pennsylvania, has been made director of the Children's Community Center, New Haven, Conn.

Lady Luck

BY way of The New Yorker comes the blithe chronicle of an incident in the day of a 1932-model volunteer in an emergency relief bureau. Sitting all day at her desk she had her heart broken by tales of woe. "One day the drab line that slouched past her was brightened by the appearance of a well-dressed colored gentleman. It was one George H. Johnson, in search of relief. 'You look well fed,' said the lady doubtfully. 'Ah feeds good,' said Mr. Johnson. 'You look strong, too,' said she. 'Yassum,' said Mr. Johnson. It came out that he made a living shooting crap, or had until the depression, but now nobody had any money to put into the roll of the dice. The rules of the unemployment-relief committee did not cover crap-shooters, but the lady wanted to be fair. She told him she could get him a part-time job moving bales in a warehouse. Mr. Johnson said he didn't have no sperience movin' no bales and what he wanted most was money. The worker finally asked him if he had his dice with him, and out he brought them, like a flash. 'I'll roll you for the job,' she said. 'If you win, I'll give you food orders for a week. If I win, you move bales.' They settled down to shooting the dice. You're wrong about how it ends. Mistah Johnson win."

SAMSON BENDERLY of the Bureau of Jewish Education is chairman of the newly organized Council of Jewish Communal Executives of Greater New York which will provide an informal meeting ground for the discussion of Jewish social work problems.

RETIRING at the end of nearly ten years as state advisory nurse for Oregon, Glendora M. Blakely can look back on the development of public-health nursing in her state from a small demonstration to an organized and stabilized system extending into rural districts, schools and Indian reservations. Twenty-one counties now employ nurses, all but five of them with county funds.

J. PRENTICE MURPHY, Philadelphia, and Thomas Kennedy, Hazelton, have been appointed by Governor Pinchot of Pennsylvania as members of the State Welfare Commission.

THE New York Protestant Episcopal City Mission Society has qualified for the Century Club. The celebration of its hundredth anniversary was participated in by representatives of many social institutions and activities which it maintains.

TAM DEERING, stalwart defender of California's beaches, (see Saving the Beaches, The Survey, September 15, 1931, page 544) has to start in to teach a new public that his name isn't Tom. Cincinnati has just reached out to San Diego and brought him back for its director of

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public recreation. He has recently been executive secretary of the State-County Park and Beaches Association.

"HE has just the qualities needed," said Secretary Wilbur, and forthwith borrowed George A. Hastings from President Hoover to serve for a year as executive secretary of the White House Conference on Child Health and Protection and to disseminate its voluminous material. Mr. Hastings went to Washington last spring from the New York State Charities Aid Association to join President Hoover's secretariat as administrative assistant. He succeeded French Strother of Garden City, Long Island, who now returns to Washington to resume his former duties.

ELIZABETH ARUNDALE of Wausau, Wisconsin, has been appointed chief nurse in the Tuberculosis division of the Herman Kiefer Hospital, Detroit, a division of seven hundred beds.

ONE of the few remaining pioneers in public-health work, Dr. Charles V. Chapin, superintendent of health of Providence, Rhode Island, since 1884, has retired from active service. Dr. Chapin has taught and written extensively and has been honored with various professional awards.

FRANCIS S. HARMON, youthful lawyer and editor of Hattiesburg, Mississippi, has been appointed general secretary of the International Council of the Y.M.C.A., a post resigned by John R. Mott last summer. The National Council of the Y.M.C.A. has recently lost the service of its secretary Fred R. Ramsey of Cleveland, who resigned his professional connection while retaining a layman's place on the board. A committee is now casting about for his successor.

No Rest at All

WHATEVER plans for a leisurely life Herbert C. Parsons may have had on his retirement in January after seventeen years as Massachusetts commissioner of probation, they were knocked into a cocked hat by the counter plans of the Massachusetts Child Labor Committee which had been without an executive since the death of Alexander Morrison late last fall. Dangling the promise of an enlarged program especially in the fields of juvenile delinquency and juvenile courts, the Committee lured Mr. Parsons into its office and on February 1 gave him the key. As a matter of fact Mr. Parsons had no chance to escape from social work. He had already been nominated by common consent Presiding Officer Extraordinary, a post in which Boston does not admit his peer on land or sea.

It is not possible here to review the extent of Mr. Parsons' contribution to social welfare or of his public influence. But one thing must be mentioned. It was due to his efforts while a member of the legislature in 1898 that Massachusetts reformed its public execution system, wiped out the scandal of public hangings in county jails and established the practice of private electrocutions in state prisons. "As a firm believer in the futility of capital punishment," says Mr. Parsons, "I am not sure that I should be blamed rather than praised for having somewhat removed the atrocities of the old order. Perhaps if we had public hangings now in Massachusetts it would be easier to do away with the death penalty."

THE National Tuberculosis Association invites applications for a full tuition scholarship of $500 in the field of public health at the Massachusetts Institute of Technology for the academic year 1932-33. Applications must be received before May 15. For details address the Child Health Service of the Association, 450 Seventh Avenue, New York.

THE Society of the Genesee, one of New York's proudest organizations of home folks, gave its thirty-third annual dinner in honor of Lillian D. Wald, not because she hails from the banks of the Genesee but because she is who and what she is.

Brighten the Corner

IF you were doing a good long stretch in the New York County Penitentiary for the theft of $207,000, what would you do with a sun-lamp? Broadway Temple, important New York church, had a contest for the best New Year's resolution. The judges, headed by the distinguished George Gordon Battle, solemnly sat and at long last conferred the accolade on this gem:

Each day some daily good to do
With trust in God to see me through;
To lend a hand to fellow men
For some fare worse than I
And watch my blessings multiply.

When the winner turned out to be a gentleman removed for some time from active life, and the prize turned out to be a sun-lamp, Mr. Battle had a heart and threw in a ten-dollar bill.

HARVEY J. HILL of White Plains, N. Y., who directed the two Red Cross war fund campaigns, invented the Roll Call idea, and who is credited with having raised literally billions for relief purposes during and since the War, died recently. Other recent deaths of persons well known in social work include Louis G. Myers, treasurer since its establishment of the Rockefeller Foundation; Helen Thoburn, for twenty-four years on the national staff of the Y.W.C.A., and May R. Blair, for thirty years a settlement worker in Greenwich Village.

DR. HENRY D. CHADWICH, tuberculosis controller of Detroit, has been chosen president of the Michigan Tuberculosis Association.

GOVERNOR ELY of Massachusetts has appointed John Forbes Perkins as presiding justice of the Boston Juvenile Court to succeed the late Frederick P. Cabot. Mr. Perkins, resident of Milton and scion of Harvard, comes to the bench after careers at the bar and in business. He is still in his early fifties.

CHANGING Scope and Methods in Jewish Social Work will be the theme of the Philadelphia meeting of the National Conference of Jewish Social Service May 12-15. John Slawson of Detroit is chairman of the program committee.

Vale!

THAT even a foundation is not immune to depression is evidenced by the recent announcement of the Commonwealth Fund that the Institute for Child Guidance, which the Fund has financed, will cease to be on July 1, 1933 because of limitation of income. During the year starting July 1, 1932, its activities will be curtailed to meet a budget cut from $220,000 to $140,000. The Institute was opened five years ago primarily as a training center and now has a staff of six psychiatrists, three psychologists and fifteen social workers with about forty-five students in training and some four hundred children under treatment. In the statement announcing its discontinuance Barry C. Smith, director of the Commonwealth Fund and chairman of the administrative board of the Institute, declared that this was the point at which the Fund could cut down appropriations with "the least damage" since facilities have been opened or are planned under other auspices to train psychiatrists and psychiatric social workers in the technique of child guidance so that the step will not prove "any great handicap to the mental-hygiene movement."

JOHN A. LAPP is lending his distinguished service as educational counsel to the editorial board of the Institute for Liberal Education, organized in Kansas City to further adult education.

DR. W. W. BAUER, Health Commissioner of Racine, Wis., since 1920, has resigned to join the staff of Hygeia, the popular health magazine of the American Medical Association.

THE Sisters Aid Jewish Orphans Home, Kansas City, Mo., has changed its name to Jewish Children's Home. Ida Netia Brenner has been its superintendent since it was founded in 1920.

MAURICE J. KARPF, director of the Training School of Jewish Social Work, New York, has been elected president of the American Association of Schools of Social Work.

THIS is the open season for medals in New York. The Brooklyn Neighborhood Club has awarded one to Elizabeth Dutcher of the Brooklyn Bureau of Charities "in recognition of her outstanding contribution to social work, and another to Frederic B. Pratt, president of Pratt Institute and vice-president of the Welfare Council, as "lifelong supporter of manifold agencies to enrich the cultural and civic life of Brooklyn." The service medal, highest honor of the New York

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Rotary Club, has been conferred posthumously upon Robert W. deForest "in recognition of a life of self-sacrifice and devotion to the common good." From France have come honors for George L. Raverat, international leader in work for the blind, who has been made a chevalier of the Legion of Honor. Mr. Raverat, secretary of the American Braille Press for War and Civilian Blind, was one of the organizers of the World Conference for the Blind held last spring in New York. Another leading light of that conference, Edward M. Van Cleve, principal of the New York Institute for the Education of the Blind, has received the Leslie Dana gold medal offered annually by Leslie Dana of St. Louis for "outstanding achievements in the prevention of blindness and the conservation of vision."

Dental "It"

OF course we should have suspected that teeth, too, might have sex implications, but it hadn't occurred to us specifically until the United States Public Health Service, no less, got out a twelve-page printed report, tables, graphs, percentages n'everything, on Sex Differences in the Prevalence of Dental Caries. The upshot seems to be that at every age except the youngest more boys than girls have carious or filled baby teeth, but that when it comes to permanent teeth the tables (or something) are turned, and girls surpass boys in prevalence of missing, damaged or repaired ivories. The sexes sum jaw to jaw however when it comes to having five or more filled permanent teeth. The surveyors forebear from a statement of what these discoveries imply for parents, dentists of even mere teeth-holders.

Charity

John Twigg
Gave nothing big,
His wife gave nothing small;
And so between them both
They never gave at all.
—*Arthur Guiterman in the New Yorker*

THE orchestra is already tuning up with the National Recreation Association holding the baton, for the first world congress on recreation to be held in Los Angeles July 23-29, just prior to the Oylmpic games. The usual genuflections in the way of honorary officers have been made with committees active and delegations promised from twenty-two countries. A special tour with stopovers is being planned from New York. Full information about the congress may be obtained from its administrative secretary, T. E. Rivers, 315 Fourth Avenue, New York.

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WILHELMENA WARNER of the Medical Social Service Department of the University of Chicago Clinics and Dr. Victor Levine, assistant resident pathologist of the Cook County Hospital, Chicago, have announced their marriage.

DAVID H. STEVENS, vice-president of the General Education Board, has been appointed director of the Rockefeller Foundation's work in the humanities. This is one of the five fields in which the Foundation is concerned, the others being public health and the medical, social and natural sciences. The position has been vacant since the resignation in 1930 of Prof. Edward Capps of Princeton.

A NEW emblem and a new name have been adopted by the Boys' Club Federation of America. The new name, Boys' Clubs of America, Inc., became official the first of the year.

E. G. STEGER, secretary and general manager of the Provident Association, St. Louis' family welfare society, has been elected director of the Community Fund and Community Council, succeeding Robert W. Kelso.

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DIRECTORY OF SOCIAL AGENCIES

Child Welfare

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Courtenay Dinwiddie, General Secretary, 331 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 1133 Broadway, New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

Advertise Your Wants in The Survey

Health

AMERICAN BIRTH CONTROL LEAGUE INC.—Mrs. F. Robertson Jones, President, 152 Madison Ave., New York City. Purpose: To teach the need for birth control to prevent destitution, disease and social deterioration; to amend laws adverse to birth control; to render safe, reliable contraceptive information accessible to all married persons. Annual membership, $2.00 to $500.00. Birth Control Review (monthly), $2.00 per year, voluntary contribution.

AMERICAN SOCIAL HYGIENE ASSOCIATION—450 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinqueney; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. C. M. Hincks, general director; Clifford W. Beers, secretary; 450 Seventh Avenue, New York City. Pamphlets on mental hygiene, child guidance, mental disease, mental defect, psychiatric social work and other related topics. Catalogue of publications sent on request. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $1.00 a year.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—450 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *Public Health Nursing.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 450 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL TUBERCULOSIS ASSOCIATION—450 Seventh Ave., New York. Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

Pamphlets and Periodicals

Inexpensive literature which, however, important, does not warrant costly advertising, may be advertised to advantage in the Pamphlets and Periodicals column of Survey Graphic and Midmonthly.

RATES:—75c a line (actual) for four insertions.

Vocational Counsel and Placement

JOINT VOCATIONAL SERVICE, INC.—Offers vocational information, counsel, and placement in social work and public health nursing. Non-profit making. Sponsored as national, authorized agency for these fields by American Association of Social Workers and National Organization for Public Health Nursing. National office, 130 E. 22nd St., New York City. District office (for social work), 270 Boylston St., Boston, Mass.

Religious Organizations

GIRL'S FRIENDLY SOCIETY OF THE U. S. A.—386 Fourth Avenue, New York City. A national organization for all girls, sponsored by the Episcopal Church. Provides opportunities for character growth and friendship through a program adapted to local needs. Membership 46,000.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Anna V. Rice, general secretary; Miss Emma Hirth, associate secretary; 600 Lexington Avenue, New York City. This organization maintains a staff of secretaries for advisory service in relation to the work of 1,288 local Y.W.C.A's in the United States with industrial, business, student, foreign born, Indian, colored and younger girls. It has 85 American secretaries at work in 39 centers in 15 countries in the Orient, Latin America and Europe.

NATIONAL COUNCIL OF JEWISH WOMEN—625 Madison Avenue, New York City. Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary.

Fields of Activity: Civics and Community Cooperation, Education, Extension and Field Service, Farm and Rural Work, Junior Auxiliaries, Legislation, Peace, Religion and Religious Education, Service for Foreign Born, Social Service, Work for Blind and Sight Conservation, Deaf and Hard of Hearing, Vocational Guidance and Employment.

Official Publication: The Jewish Woman.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—C. M. Bookman, president, Cincinnati; Howard R. Knight, secretary, 82 N. High Street, Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-ninth annual convention of the Conference will be held in Philadelphia, May 15-21, 1932. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

?

Is your organization listed in the Survey's Directory of Social Agencies? If not— why not?

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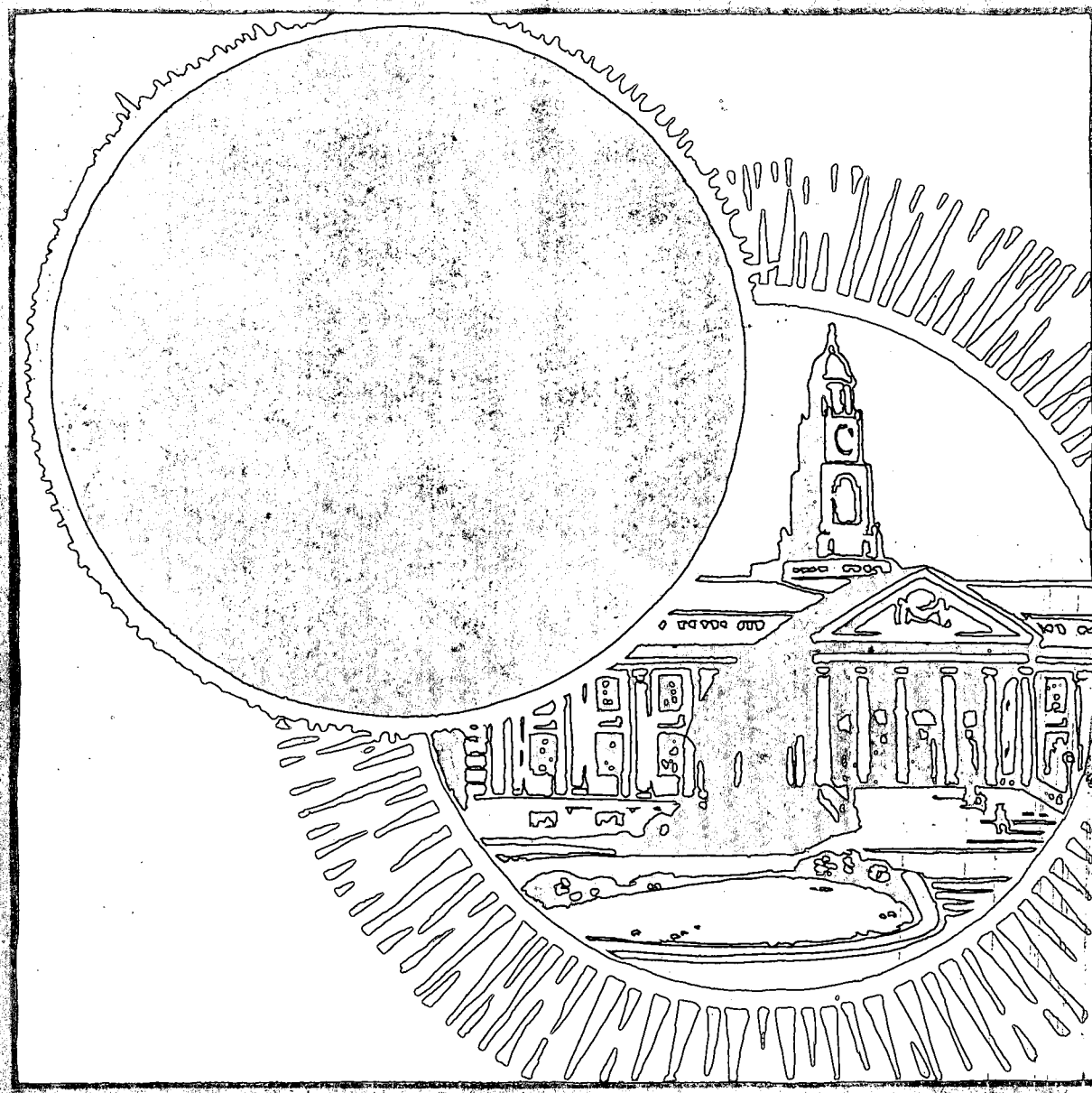
OCTOBER GRAPHIC SURVEY



A NEW DEAL AT CITY HALL

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Thomas H. Reed - Harold W. Dodds - Henry Bentley
Paul R. Leach - Howard P. Jones - Luther H. Gulick
William J. Norton - Leonard D. White

A Special Number on City Government

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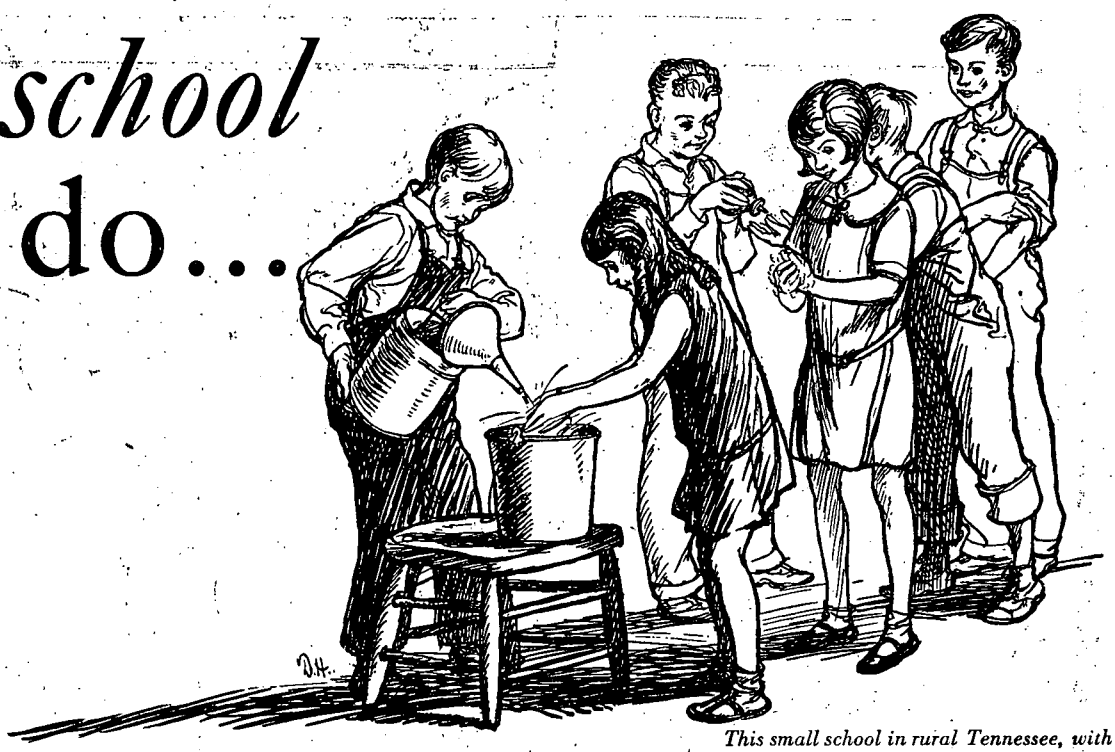

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Social service workers know that many an American family is in much the same position as Germany. The depression has thrown wage earners out of work; bills have piled up; creditors are pressing.

Even when the pay envelope returns to these families, they frequently are unable to meet all the demands for immediate payment.

They need a moratorium on their bills, but their merchants cannot afford to give it to them. Dealers are not bankers; they cannot sell goods at a reasonable price and finance families as well.

Nevertheless, families may have their much needed relief from the pressure of bills and yet pay their merchants at once. Household, America's foremost family finance organization, maintains offices in 89 principal cities. To these offices families may come, borrow from $50 to $300, clean up their debts, and repay Household in small sums over as long a period as twenty months.

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◆ ◆ ◆

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WORLD WORKERS' EDUCATIONAL MOVEMENTS
THEIR SOCIAL SIGNIFICANCE

By Marius Hansome

The book is an evaluation based on workers' associations' reports, on attendance at their institutions and conferences, and on ten years' experience in teaching adult classes. Henry J. Jeddeloh, reviewing it in the Journal of Higher Education, *states: "The author's capacity for critical analysis, sociological interpretation, philosophic issues, and careful scholarship make . . . a valuable addition to critical educational literature."* Price, $5.00

THE LABOR MOVEMENT IN POST-WAR FRANCE

By David J. Saposs

This is the first study of the French labor movement in all its aspects. It concentrates on the description and analysis of the phenomenon since the War, but enough of its history is given to create an intelligent perspective of its beginnings and elucidate the present situation. Benjamin Stolberg, New York Herald-Tribune Books, has said: "In this extraordinarily detailed study, Mr. Saposs once more vindicates his position as our foremost student of labor as seen from the inside. His painstakingness is only equaled by his perspicacity. . . ." Price, $6.00

FUGITIVE PAPERS

By Russell Gordon Smith

This posthumous collection contains papers on the problem of social control, the culture-area concept, the individual in society, youth and the moral code and several other papers. Franklin Henry Giddings calls it the best introduction to sociology that has ever been written, and William Fielding Ogburn, in the American Journal of Sociology, *writes: "There are not many words but they are put together with a skill and charm that play upon the emotions and mind of the reader and reveal the writer as a person of intellectual and spiritual power. The author has style."* Price, $1.50

THE CONTRIBUTION OF SOCIOLOGY TO SOCIAL WORK

By Robert M. MacIver

One of the Forbes Lectures of the New York School of Social Work, this book is the first to enunciate its particular subject-matter; it shows how sociology orients the social worker in his tasks and aids him in making more specific studies in his own field of interest. Price, $2.00

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By John H. Wuörinen

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By Maurice J. Karpf

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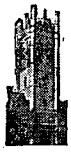

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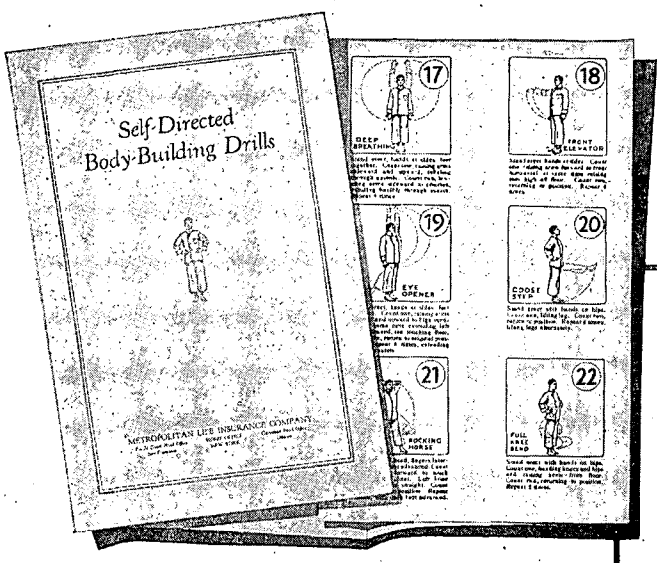

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More than a million people have sent for copies of "Self-Directed Body-Building Drills" and Exercise Charts. Each week thousands of letters come to the Metropolitan Tower telling how proper exercise has brought better physical and mental health to the members of the Tower Health League—the biggest gymnasium class in the world. From the Metropolitan Tower special radio exercises are broadcast in fifteen minute periods every morning except Sundays and holidays. You may choose your own class each morning at whatever time is convenient, between 6:45 and 8:00 A. M.

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Perhaps you will say, "I get enough exercise and I haven't the slightest desire to have big, bulgy muscles." Bulgy muscles are not essential to good health. Occasional week-end games will not develop the physical tone that comes only from regulated daily exercise the year round.

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Will you try a few experiments in order to find out how many of your muscles are very much in need of exercise? Give yourself fifteen minutes of intelligent muscle-stretching in your own room. Within twenty-four hours you will know which important muscles have been neglected.

Where vacuum cleaners and electric washing machines have replaced brooms and washboards, and automobiles have made long walks unusual, many a good muscle has gone soft. Muscles intended to be used in chopping wood, pumping water, digging, planting, rowing and swimming are likely to be forgotten by those who burn gas or fuel oil, turn faucets, have no gardens and seat themselves comfortably in power boats or motor cars.

Wake up the little-used muscles which need exercise. Your heart is a muscle and the walls of your blood-vessels, stomach and intestines are largely muscle. If your diaphragm — a muscle — is not exercised, your lungs can do only part of their work and the abdominal organs will become sluggish because they lack the stimulating massage which an active diaphragm gives.

No one who has any organic weakness should exercise without the advice of a competent physician. Misdirected or too violent exercise may be harmful. Proper and intelligently directed exercise promotes health for young and old and enables them to get more joy out of life.

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It may be ordered from the address below. The price is one dollar a copy, postpaid.

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